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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 17 VOL. XXV MAY 1949 THREEPENCE

	PAGE
The NALGO Year—Annual Report Highlights ...	360
N.E.C. to Launch Campaign for Equal Pay	361
Criticism and Defence of Service Conditions Policy—*by R. B. Webb and L. Bevan*	362-3
Amendments to Conference Agenda	364
Liverpool Exhibition Sets New High Standard	368
Health Notes—Proposals for Clerical Staffs	369
Gas Notes—B.G.S.A. Misrepresentation	369
Electricity Notes—Joint Machinery Proves Its Worth ...	370
Transport Notes—More Company Members	370
Readers' Forum	371
My Bookshelf—*by Edward Kay;* At Random—*by "Hyperion"*	372
"Equality or Else!"—*by "Tobias"*	373
A NALGO Diary—*by "Abingdon"*	374
Scottish Notes—*by R. Deas*	376
Transferred Valuation Staff Are No Worse Off	376

CAN WE USE "O. AND M."?

THE decision of the National Executive Council not to press for representation on the Working Party which is to "review arrangements for ensuring economy in the use of manpower by local authorities" does not imply that the N.E.C. lacks interest in the subject. On the contrary, it will closely examine, from the points of view both of efficiency and of staff interests, whatever proposals emanate from the Party's deliberations.

Without prejudging the issues which the N.E.C. will have to determine, it is safe to say that at least three propositions would be accepted by members: first, that central government supervision of local administration is to-day over-meticulous and hence wasteful; second, that local government itself—like any other large-scale business—needs frequent overhaul to ensure that its administrative processes are as speedy and as economical as they can be; and third, that local government officers have a direct interest in raising the efficiency of the service.

The second proposition need not detain us, for it will hardly be contested. Let us examine the third and then return to the criticism of Whitehall control. Time was when many workers, manual or black-coated, feared to show too much zeal in their jobs lest they should "work themselves out" of employment. That fear dies hard. On a long-term view it was always baseless, for non-productive labour means waste and, though it may keep in being one useless job and one mis-employed individual, it has the indirect effect of worsening the general economic level precisely because it *is* unproductive. When employment is "full" and manpower short, the economic folly of preserving unproductive jobs, or of turning half a job into a whole job through unnecessary elaboration or slow performance, is even more manifest. To-day, it is plain for all to see that, if any job can be done more expeditiously with equal effect, manpower can be released for the numerous other functions at present undermanned.

Good Work Means Good Pay

There is another reason why local government officers have a direct interest in seeing that their job is economically done. It is one which appeals even more closely to their self-interest. Jobs well done mean an efficient staff and a staff which can argue and sustain a case for good pay. In the last resort, our employers are the men and women with whom we do business over the counter at the town hall, in their homes, and in the health clinics and the schools. They see us at our work, they judge the way we do it—sometimes mistakenly, it is true—and on their view of our competence depends, in no small degree, the standards of remuneration we achieve. NALGO's public relations policy does all it can to show the citizens the value and the quality of the service which its members render to them; but it can do this honestly and effectively only if the quality of the service is as high as it can be.

The pursuit of administrative efficiency has by now been generally accepted as a proper aim of local government officers and of their association. As one means to that end, participation in joint committees with the employers has been advocated ever since the same technique in the engineering and other industries brought much-needed increases in output during the war. Unhappily, however, for a variety of reasons, this method has made little headway in local government outside the service of the London County Council. Even there, the interest of the council was for long so lukewarm that enthusiasm for the idea languished; and when, after the war, it revived, with official support, the rank and file were slow to respond and, though good work is reported here and there, it cannot be claimed that widespread success has been achieved.

Organised Commonsense

Another method, calling for less direct initiative on the part of the staff, has since been evolved from the employers' side. Following the example of the Treasury, the L.C.C. has established an Organisation and Methods Division of experts who devote their whole time to surveying administrative processes and proposing improvements where they are needed. Some of the principles of "O. & M." were recently discussed in a penetrating and imaginative talk by H. R. PAGE, assistant treasurer at Manchester, which seemed to show that the idea is arousing wider interest in local government.

Mr. Page amusingly exemplified O. & M. by saying that it was invented by an Iron Age leader who was asked to authorise the slaughter of all the tribal cattle so as to make hide-carpets to soften the asperity of the rock-strewn ground. His reply was to suggest, as an alternative, the slaughter of one cow and the fastening of a small piece of her hide to the soles of each man's foot. O. & M., in fact, consists in an aggregation of such acts of commonsense, but those who practise it naturally develop their own expertise and a special quickness in applying it in the varying circumstances of each administrative environment.

Mr. Page urged O. & M. men to start each job or "assignment" by an objective examination of the field. Both those who object to the O. & M. investigation and those who see its possibilities will tend to expect a quick and ready-made solution. But "spot, prize-winning" ideas will be rare; improvements will usually be found only after a long, painstaking analysis of the job, its purpose, and the way it has hitherto been done. Mr. Page showed from his Manchester experience how deeply it was often necessary to delve to discover why processes have developed as they have, what real needs they serve, and how these needs may be met with a smaller expenditure of labour, time . . . and paper!

The onlooker sees most of the game, and Mr. Page gave striking examples of identical jobs being done quite differently in different parts of a department and of staff opposition when it was proposed to make the most economical method universal. Duplication, unnecessary records, the use of elaborate checks which, at the best, can save only trifling sums, the wasteful manipulation of papers or of manpower—all these and other administrative defects were commonplaces in one great authority's service and can hardly be lacking elsewhere.

Like all who advocate reforms, the O. & M. section will always be unpopular. Mr. Page suggested that the remedy lay mainly in trying to popularise, not the O. & M. workers themselves but the idea: "the attitude of the staff should not be merely a willingness to co-operate on matters initiated by the O. & M. group, but also one of personal interest in the subject coupled with a desire to invite the co-operation of the O. & M. group . . ."

The expansion of O. & M. is to be welcomed in local government as the most promising device so far proposed for securing economic administration. It should also be employed by the central government as a means of assessing the value of that close and detailed control of local authorities' work which has been so severely criticised and which forms one of the main topics for the Working Party's investigation. Let those who wield this potent and effective instrument within the government's own departments employ it also to determine whether the submission of schemes, the applications for loans, the requests for licences, the inspections, and the audit which encumber in such profusion the ground of central-local administration could not be pruned with benefit to both parties. If that were done, the Working Party might find more of its problems solved—and local government officers, freed of much unproductive routine, be able to concentrate on more creative administration.

Hospital "Hitlers"

No less important to the efficiency of any service is the contentment of its staff. Unless they are satisfied that they are getting a square deal from their employers, with reasonable conditions of service and some security,

OUR COVER PICTURE

This month's cover picture illustrates how local government is playing a part in the export drive. The Port of Bristol, whose dockers are seen loading cargo for North America, is the largest municipally-owned dock undertaking in the country and, last year, exported more than 1,113,000 tons to foreign and home ports.

no employees can give of their best. One would have expected to find such conditions in the new hospital service—particularly after the assurances given by government departments, before the transfer took place, that they wished it to proceed as smoothly as possible.

Yet, evidence given to NALGO's service conditions committee last month, suggested that these assurances were being ignored by some of the hospital management committees. The committee was shocked to hear some appalling examples of autocratic administration—of men and women, some in the chief executive grades, being dismissed without being given any reason, of finding their jobs advertised before they had even been told that this was happening, of being demoted, again without adequate consultation, and of being made to work in impossible conditions, at the order of "little Hitlers," recalling the worst days of the old Boards of Guardians.

Parliament asked for, and the Minister granted, a large measure of local control to the hospital management committees and the Minister is, therefore, unwilling to intervene. Unfortunately, many of the committees are composed of new and inexperienced people, not democratically elected and, thus, much less responsive to public opinion than is the local authority. In these circumstances, the problem is one which must be tackled by the trade unions fearlessly and ruthlessly. The committee decided to press ahead with the setting up of the appeals panels, as the best means of ending this autocratic regime.

Service and The Press

NALGO has long stressed the need for more cordial relations between local government and the press. We have urged local authorities to take the press into their confidence, to debate important issues in full council, to give adequate "background" information, and to offer reporters and photographers every facility to cover their work. But if the service owes a duty to the press, the press equally owes a duty to the service: it must use the facilities it is given fairly, and it must report accurately. This, alas, is not always the case.

Last month, for example, H. M. GOWERS, clerk to Chelmsford rural district council, announced his intention to retire at the end of May, and gave as his reasons his dislike of the changes that had taken place in local government in the past ten years.

His statement was accurately reported in the "Essex Weekly News," but Mr. Gowers was astonished to read in the London "Evening Standard," under the heading "£850 Man Quits—'I won't be a Rubber Stamp,'" that he was reported to have said: "My conscience as a public servant forbids me to carry on as a mere agent or rubber stamp of the Government... Too many public services are being taken from the control of local authorities on the pretence that the Government, or some other remote body, can administer them more cheaply and more efficiently. In practice the exact opposite is the case."

In fact, Mr. Gowers made no mention of the amount of his salary (which is not £850, but £1,360) nor of his conscience, nor of the Government, nor did he say anything about "the pretence that the Government or some other remote body could administer services more cheaply and more efficiently."

In the face of this kind of thing, can newspapers wonder if local government officers hesitate about giving interviews to them?

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

THE NALGO YEAR

HIGHLIGHTS FROM THE N.E.C.'S ANNUAL REPORT

In its annual report for 1948, just published—the longest and most comprehensive in the history of NALGO—the National Executive Council marshals a wealth of information about its work and policy during the year.

High costs and paper restrictions make it impossible to supply a copy to every member; but to help all get a picture of the year's work, we publish below a few extracts from the Report's 266 pages. Those who want more should borrow a copy of the report from their branch secretary. During the year, the report discloses, NALGO:

★ Decided, on a ballot of members, **not to affiliate to the Trades Union Congress.**

★ Secured **relaxation of the promotion bar** for the older general division officer, an **increase in "weighting"** for the majority of **London** officers, and **improvements in the scales** for **Scottish** officers.

★ Convinced the Minister of Labour that the local government **National Joint Council** could properly **settle disputes** under the conditions of Employment and National Arbitration Orders, 1940–7, with the result that its **decisions are now enforceable** against local authorities.

★ Reported 31 **trade disputes** under the conditions of Employment and National Arbitration Orders, 1940–44, of which it won **26** and lost **one** — the results of four are awaited.

★ Drafted, for submission to the National Joint Council, **revision of the local government Charter** to secure a general division maximum of **£400 at age 29** for men and women alike, **longer holidays,** and **other improvements.**

★ **Strengthened its organising team** by the appointment of a **national organiser for transport staffs** and a further **five assistant district officers.**

★ Increased its **membership** by a further 5,000, despite losses from its ranks of public assistance officers; created **170 new branches**; and disbanded, amalgamated, or re-grouped some 80 others.

★ **For Electricity Officers**—negotiated **permanent holiday and sick pay schemes,** temporary **scales for clerks, typists, shorthand typists, and machine operators,** and **salary ranges** for others receiving **up to £760**; secured **109** of the **150 district joint council seats**; successfully operated national and district **consultative committees** for the discussion of trade union matters; and assisted in the formation of a **national joint advisory council** to consider industrial problems.

★ **For Gas Staffs**—secured **46** of the **112 English regional joint council seats** (shared by four unions) and **eight** of the **12 Scottish seats**; and set up district **consultative committees.**

★ **For Health Officers**—assisted in winning **more pay for student nurses, pupil assistant nurses, pupil midwives, student mental nurses, and others**; established a special **sub-committee of nurses** to advise on future policy; and secured seats on every committee of the **nurses' and midwives' administrative and clerical councils,** and both **professional and technical** functional councils.

★ **For Docks and Waterways Staffs**—held preliminary talks on the establishment of **negotiating machinery** for **supervisory and clerical grades** and helped in the drafting of a **disciplinary code.**

★ Re-cast its **public relations policy** to direct its energy more than heretofore to interpreting Association work and policy to its members, and its members' work and value to the public.

★ Encouraged a further 11 local authorities and 250 branches to appoint **public relations, information and publicity officers,** and many others to undertake public relations activities; republished **"PROgress"**—a journal for those interested in P.R.—as a printed publication; and helped launch **40 new branch magazines.**

★ Examined **83** private and public **bills and provisional orders** and took action where members' interests were threatened; advised and defended in **1,200 legal cases**; and urged its proposals for the **amendment** of the **Local Government Superannuation Act, 1937,** before the local authority associations.

★ Made **grants of £525 to universities and colleges** to encourage the study of public administration; held two successful **summer schools,** lent **£200 to help students qualify**; lent 1,400 **text books** and bought 1,000 new ones; and **coached** 400 members to success in 16 examinations.

★ Lent **£3,000** for **homes for old people**; helped to support **450 widows**; **assisted 170 members** and their families; maintained **36 fatherless children**; sent **300** beneficiaries on much-needed **holidays**; sent **900 gifts** at Christmas and birthdays; and paid for **61** members to go to **convalescent homes.**

★ Lent more than **£1,500,000** to members to **buy homes, £11,000** to **buy cars**; and **insured 5,000 members** against death, sickness, fire, theft, and other risks.

★ Increased its **annual income** from **£175,000** to **£194,000,** its **general fund** assets from **£176,000** to **£196,000,** its **Benevolent Fund** income from **£37,000** to **£41,000,** and its **Building Society** assets from **£5,872,000** to **£6,643,000.**

N.E.C. To Launch Vigorous Campaign for Equal Pay for All Women Members

NALGO is to make more vigorous efforts to win equal pay for women in the local government service. This was decided by the Service Conditions and Organisation Committee of the N.E.C. on April 2, after it had received a deputation of representatives of the Women's Services sub-committee. Measures approved included :

Appointment of a special sub-committee to prosecute the campaign. The sub-committee consists of two members of the N.E.C., Miss F. E. POLE and Mr. W. PITT-STEELE, and the four members of the deputation, Misses M. W. CURTIN and M. TOWNSON (who are also members of the N.E.C.) and Misses E. I. N. BRADSHAW **(Cheltenham)** and G. WATTS **(Metropolitan District)** ;

Representations to all candidates at Parliamentary by-elections ;

Pressure on all parties, through all possible contacts in the constituencies, and by lobbying of M.P.s ;

Reference to the staff side of the National Joint Council for the local government service of information about the present inequality of salaries ;

The N.E.C. to consider the desirability of appointing a woman as one of the Association's representatives on the N.J.C. ; and

The N.E.C. to draw the attention of branches to the desirability of seeking representation on local standing conferences of women's organisations.

"Women Handicapped"

Putting the deputation's case, Miss M. Townson pointed out that NALGO had to-day 53,000 women members—nearly one-third of its total membership. Although the Association had adopted its policy of equal pay in 1936, it had since then, she argued, done little to put it into practice. Was the N.E.C. merely paying lip-service to a slogan?

Women were handicapped from the day they entered the service, Miss Townson declared. Their training cost the same as men's, but their remuneration and prospects of promotion were less. Three men were promoted to the higher clerical division for every woman and, on average, it took a woman twice as long as a man to obtain this promotion.

An analysis, made by NALGO, of salaries paid by local authorities of more than 50,000 population showed that, out of a total of 2,259 officers in the general, clerical, and higher clerical divisions, 78 per cent. (39 per cent. men and 39 per cent. women) were in general ; 17 per cent. (12 per cent. men and per cent. women) were in clerical, and 4 per cent. (3 per cent. men and 1 per cent. women) were in higher clerical.

Miss G. Watts supported the plea by describing the enthusiasm and determination of the women members of the Metropolitan District. Recently, the district committee had asked branches to invite their women members to lobby M.P.s. The organisers thought they might get between 50 and 100 volunteers : in fact, they got 380. Out of 15 M.P.s interviewed nine said that they favoured the immediate application of equal pay, while the other six supported the principle, and most urged the women to "keep up the pressure." One had expressed willingness to lead a NALGO deputation to the Chancellor of the Exchequer.

The N.E.C., Miss Watts argued, was bound by Conference resolutions, and should approach other unions, encourage local campaigns, and consider a joint deputation to the Chancellor with those local authorities which supported equal pay.

Replying, the chairman and vice-chairman of the committee assured the deputation that the N.E.C. was convinced of the justice of its claim. It did not regard equal pay as a slogan but as an obligation to Conference to pursue a policy. Only recently, it had secured equal pay for women secretaries of hospitals. Neither the civil servants nor the teachers could show such gains as had been achieved in the local government and nationalised services.

Other matters reported to or considered by the committee included :

Salary Scales for Canal Staffs—It was reported that a claim made by NALGO and other trade unions for clerical staff in the canal and inland navigation services had provided for four salary grades :

Grade 4—£140 at 15—£400 at 28
Grade 3—£425 × 25—£475
Grade 2—£500 × 25—£575
Grade 1—£600 × 25—£675

a 38-hour week ; overtime at the rate of time and a quarter for the first two hours and time and a half for additional hours, with double pay for Sundays and public holidays ; 15 days' holiday during the first year of service and 18 days in subsequent years ; and sickness payment at the rate of three months' full and three months' half pay during the first five years of service and six months' full and six months' half pay thereafter, with a clause providing for retention of more favourable conditions. The Docks and Inland Waterways Executive had rejected this claim and had made a counter-offer providing for a general grade of £120 at 16—£320 at 28 for men and £104 at 16—£260 at 28 for women (with up to £6 10s. more in the lower ranges for shorthand typists and machine operators) and the following further grades :

Men

Grade 4—£340—£360 (in three years)
Grade 3—£375—£400 (in five years)
Grade 2—£415—£445 (in five years)
Grade 1—£460—£490 (in five years)
Class A—£505—£555
Class B—£580—£630

Women

Grade 2—£275 12s.—£291 4s. (in three years)
Grade 3—£306 16s.—£338 0s. (in five years)

In addition, the Executive insisted on a week of 42 hours for clerical and 44 for supervisory staff (excluding mealtimes) ; overtime at time-and-a-quarter (beginning half an hour after normal finishing time) and time-and-three-quarters for Sunday work, 12 days' annual holiday during the first ten years' service and thereafter 15 days, and sick pay at the rate of three months' full and three months' half pay after 12 months' service.

While recognising that, but for the work of the NALGO representatives, these scales would have been worse than they are, many members of the committee denounced them as "a disgrace," deprecated any departure from Charter standards, and urged that the Association should publicly dissociate itself from them.

Against this proposal, it was explained that the other unions—the Transport and General Workers, the Railway Clerks' Association, and the National Union of Railwaymen—had loyally supported NALGO's claim. Most of the employees of the Transport Commission, however, were railway clerks, and the Executive had been insistent that any scheme must be in line with the terms and conditions of employment for railway staffs which had been agreed between the Railway Executive and the Railway Clerks' Association. No useful purpose would be served by NALGO retiring from the field ; it would be better to remain a party to any agreement made and reserve the right to continue the struggle. The committee accepted this view and decided that NALGO should accept the employers' offer, while deprecating the Executive's suggestion that remuneration must be based on the lowest existing scales, and reserving the right to press for future improvements.

Retention of Staff After Pensionable Age—In response to criticisms from branches of the decision at its January meeting on this matter, the committee reaffirmed that it was NALGO policy that officers should normally retire as soon as they became eligible for pension.

In January—as was reported in the February "L.G.S."—the committee, in response to an appeal from the Ministry of Labour, that, in view of the present manpower situation, the services of elderly workers should not unnecessarily be lost to the country, had recommended that, if an officer wished to continue work, and his employing authority wished to retain his services, he should be re-engaged from year to year. It was further recommended that employing authorities should review the position annually and that this review should be recognised as a matter for discussion by local joint committees.

Supporting the branches which had criticised these recommendations, members of the committee argued that their adoption would be likely to reduce promotion prospects.

At Liverpool, it was stated, the announcement of the modified policy had coincided with a declaration that some middle-aged officers were redundant—with resultant and understandable bitterness. Past experience cautioned distrust of "temporary" concessions, which had a habit of becoming permanent.

Need to Control Practice

On the other hand, it was suggested that, in response to the Government's request, an increasing number of authorities would retain older officers, and it was desirable that the practice should be controlled. The 1922 Superannuation Act allowed an officer retained after pensionable age to draw his full pension and his full salary—and there would doubtless be officers who would take care that they were retained, creating a long queue behind them. The only solution was to make retention so financially punitive to local authorities that they would decide that it was not worth while.

The chairman closed the discussion by reminding the committee that the whole question had arisen from a request from the British Electricity Authority, which was short of staff, to discuss conditions which should operate were older people to be retained. NALGO had therefore drawn up the recommendations in question—but that did not mean any fundamental change in its policy, which was that officers should normally retire on reaching pensionable age. The recommendations would apply only if a local authority exercised its existing powers to retain over-age employees from year to year.

Security of Tenure—A sub-committee consisting of J. W. MOSS, E. A. S. YOUNG, and two members of the law and parliamentary committee, with power to co-opt, is to discuss proposals on this question, for submission to the local authority associations and the joint consultative councils.

Road Haulage Staffs—The committee accepted a recommendation from the general secretary that the non-manual staffs of road haulage undertakings should be admitted to membership.

"TAKE THE BRAKE OFF, MR. BEVAN!"

N.E.C. Critic's Call for "Forward March" with NALGO's Service Conditions Claims

By R. B. WEBB

a member of the Metropolitan district's "Ginger Group" on the N.E.C., who here condemns the alleged "inactivity" of the service conditions committee and presses for the formulation of "an observable policy towards the successful prosecution of which we can all bend our energies"

READERS of last month's LOCAL GOVERNMENT SERVICE will have realised that a certain (and apparently unusual) liveliness marked the proceedings of the National Executive Council on March 12; and that the honour (doubtful or otherwise, according to taste) of engineering that liveliness fell to a group of Metropolitan District representatives who, to focus attention upon what they called the "masterly inactivity" of the service conditions committee, constituted themselves into an "awkward squad."

It has been suggested to me by an impartial observer of that somewhat stormy Saturday morning, afternoon, and evening (we sat from 9.30 a.m. to 7.30 p.m.) that, as one of the villains of the piece, I should come into the open and give my friend Mr. Bevan, who holds the thankless and responsible position of chairman of the service conditions committee, an opportunity of replying publicly to the charges that some of us saw fit to level at his committee.

The "voting season" being over—to have weighed in earlier would have invited proper criticism—I accept the invitation.

Mr. Bevan will, I understand, comment on my observations, but I promise him in advance that I will not exercise my "right of reply," because my object is not to score cheap debating points (nor, I am certain, would that be his object), but to enter into a friendly exchange of views in the hope that something of value to our Association, to which we are both heavily committed, may emerge.

Committees Big and Ill-Chosen

Before I outline my criticisms and make constructive suggestions, I must provide readers with a background.

The N.E.C. consists of 73 members who, between them, man the six principal committees—service conditions and organisation, general purposes and establishment, law and parliamentary, finance, education, and public relations. These committees are apparently selected with only limited regard to a members' suitability for a particular committee. One whose daily work requires him to be versed in the intricacies of the Charter may well find himself pitchforked into the job of looking after holiday camps; a superannuation expert may be asked to delve into the mysteries of public relations.

This, of course, is not a complaint against the service conditions committee, but does suggest the need for a more intelligent distribution of duties amongst members of the Council.

Further, I am certain that the committees are too large to function effectively. If 40 local government officers sit round a table to discuss an agenda, one can be tolerably certain that there will be 40 different speeches (and nearly as many different views) on each of the items. I am prepared to be referred to the gospel of St. Matthew, chapter 7, verse 3—yes, I had to look it up, too!—and, in advance, I accept the impeachment, which I am sure will be forthcoming from my colleagues on the Council. But that alone will not dispose of my point that a committee of 40 is about three times too big for the speedy and efficient transaction of business. It is speed and efficiency for which members are crying aloud; but if I may judge from the reception I received, other than from my London colleagues, when I had the temerity to call attention to the service conditions committee's report, they will have to cry a lot louder yet.

No one in his senses wants premature decisions from any committee (I admit I have never been afraid of that from the service conditions committee), but we do want intelligible decisions when the committee brings itself (no doubt after much sweat, blood and, of course, tears) to the point of saying something definite! I believe that positive action and crisper decisions would result from a division of the committee's reference, into two smaller and separate committees, one dealing with matters directly within the scope of the Charter, and the other with the odds and ends which cannot be so classified.

I would like to see, for example, the staff side members of the National Joint Council being exclusively constituted the "service conditions committee." It would then be that committee's duty to report from time to time on the progress of the various items which are passed to the N.J.C. At present, it appears that a proposal which comes before the service conditions committee and is referred by it to the N.J.C., does not see the light of day in the N.E.C. until all deliberations have been concluded at N.J.C. level. I feel that, as a member of the N.E.C., I am entitled to know what happens to the many matters which get diverted into the Whitley machine. To-day, some of us feel singularly uninformed on matters about which our constituents have the right to question us.

More Information Wanted

With smaller committees I think that we could reasonably expect more enlightening and intelligible reports. We might, for example, get fewer adjourned items and items referred elsewhere. (By the way, what happens to a paragraph which is treated "as a continuing reference"?) Further, a smaller committee might well find itself able to tell us something more about those "appropriate" or "suitable" replies which some innocent branches are now receiving!

Why cannot an ordinary member of the N.E.C. be told what was the basis of the "suitable reply"? Am I presumptuous to expect to be told what I am asked to endorse? We humbler beings who do not serve on the service conditions committee, but have seats on the Council, are just a little interested in what goes on in the dark recesses of the minds of Mr. Bevan and his colleagues, and which eventually produces such weighty decisions.

This "don't-tell-'em-chaps" doctrine is irritating, not only to members of the N.E.C., but also—and much more—to the average branch member, who feels that, too frequently, he is unnecessarily kept hopelessly in the dark about matters which vitally concern him. I drew attention to this when I was asked, as all members of the Council were asked, for observations on the draft of the Annual Report which is to be submitted to Conference this year. In particular, I directed attention to the fact that the paragraph on annual holidays, which has now been before us for so long, tells members precisely nothing about what has happened since our proposals were submitted to the N.J.C. I have been assured that quite a lot has taken place during the past 12 months on this subject. It is this sort of information which members rightly expect to receive, and which, I submit, they can receive without embarrassing our negotiators.

Mr. Bevan may be inclined to dismiss these criticisms as "chicken-feed," or perhaps as just another outburst from the so-called "ginger-group." I hope he will not do so because the criticisms are important when so many members, in the absence of improved conditions, are suffering from a sense of frustration and may feel that the things of which I have complained are symptomatic of an attitude of mind in the higher circles which seems unrelated to realities.

In other words, do members know where we, as an N.E.C., are going? More important—do we ourselves know where we are going? I want to see signs of a forward march motivated by a strong service conditions policy which will mean that when NALGO speaks the employers will listen.

Our Greatest Weapon

I do not believe that Whitleyism—for which we struggled for so long—is going to break down; but I do believe that it is a pretty poor brand of Whitleyism which results in so much delay as we are now experiencing and which often comes to a full stop at the call of one side.

I realise only too well that, positioned as we are, our weapons are few when the employers say, "No!"; but, surely, the greatest weapon at our command is a real, vital belief in our cause.

Sometimes, as I have listened (I do listen sometimes), to debates at N.E.C. meetings, I have found myself wondering how far we demonstrate to the employers that, in those matters which we take to them, we are really in earnest. What use, for example, will the service conditions committee make of the recent alleged drift from the service to other fields? Some instructive statistics are available at Headquarters—they were referred to at the last meeting of the public relations committee—and would make interesting reading to the employers. And let it not be forgotten that it was the local authorities who were the first to raise the complaint of the loss of manpower to the nationalised services. That did not come from us!

My appeal, therefore, is that the service conditions committee should propose its own reorganisation on the lines suggested, and that it should then get down to the task of framing an observable policy towards the successful prosecution of which we can all bend our energies. We would then never have reason to reiterate the suggestion made recently that the appropriate representative to send to the Annual Conference of the Institute of Burial and Cremation Administration should be a member of the service conditions committee.

I hope I need not add that this "outburst" is not influenced by any outside agency or whatever political colour. It is, in fact, with the object of placing our Association beyond the reach of any such body that I press the urgency of putting our house in order. An ineffective organisation is fair game for those who do not like our British form of democratic control.

"THERE IS NO BRAKE, Mr. WEBB!"

Present Policy Best Way to Adequate Salary and Good Conditions for Every Member

By LEWIS BEVAN

chairman of the service conditions committee of the N.E.C. and of the staff side of the National Joint Council, who declares that both are pressing N A L G O's aims in the most effective way—by discussion, negotiation, and compromise through the national and provincial Whitley machinery.

MR. WEBB wonders whether members know where the N.E.C. is going (or whether even the N.E.C. knows), urges a forward march motivated by a strong service conditions policy which will mean that when N A L G O speaks the employers must listen"; believes that it is a pretty poor brand of Whiteleyism which allows so much delay; and doubts whether the staff side demonstrates to the employers' side that in the matters we take to them we are really in earnest. Altogether, he seems to regard us as a pretty poor lot!

It is difficult to believe that Mr. Webb seriously believes all this. There are 73 members of the National Executive Council and 44 of them are members of the service conditions and organisation committee. Seventeen are members of the National Joint Council. Many have had years of service on the N.E.C., the committee and the N.J.C. I have never been in any doubt about where we are trying to go nor have I observed any doubt among my colleagues. We want to secure adequate salaries and good conditions of service for every local government officer (and all our members in other services), and qualified and efficient staffs. Just that.

How are we to secure these? Not, I am sure, by retracing our steps to the old discredited conditions before the Whitley machinery was established. Are we forgetting what those conditions were? We seem to be, when so many members disregard or discount what the Charter has brought us.

Delays Inevitable

Granted the National Joint Council and its ancillary provincial councils, what are we to do? There are two methods—a militant trade union policy with the strike weapon as the ultimate sanction, or discussion and compromise through Whitley machinery, with recourse to the National Arbitration Tribunal as the ultimate sanction. I assume that Mr. Webb is not proposing to strike. If so, we have the second alternative—the traditional policy of N A L G O—with its seemingly inevitable delays. For it is a common complaint in all Whitley fields that delays do occur; and if proposals are to be presented, examined, discussed, and agreed—as a rule on a basis of compromise—immediate decisions are unlikely.

This was recognised in the P.E.P. studies in British Trade Unionism, published last year, which stated:

"Machinery exists in most important industries for the settlement of disputes, if direct negotiation fails, by recourse to arbitration, and top-level union policy has been to use this machinery and abide by the results. The chief source of complaint against the machinery is its slowness, and by the time a decision is reached tempers are often badly frayed. In some cases it is probable that the real cause of annoyance is not the length of time involved, but the fact that the claim has not succeeded. But a factor which increases irritation is delay is that, since their wartime expansion, many unions include a high proportion of recently recruited members unused to the procedure of presenting claims, unaware of the difficulties to be faced, and irrationally expecting that a claim only has to be put forward to be won in a matter of days or weeks."

We have our proportion of members unused to the procedure of presenting claims, and, in my opinion, the duty of a responsible member of the National Executive Council is to explain the position and defend his colleagues who carry out conscientiously a thankless task rather than cast doubts and suspicions.

What does Mr. Webb mean when he writes of a strong service conditions policy so that when N A L G O speaks "the employers must listen"? They listen now. Unfortunately, they go on listening. Presumably, he means that the employers will concede quickly what we want. Will Mr. Webb state precisely and in detail what he proposes we shall do to secure this happy state?

Dangers of Agitation

It may be that he has in mind public agitation and meetings designed to force the hands of the employers. But is there any likelihood that public debate through the country, with all the obvious possibilities of misrepresentation and misunderstanding, is likely to achieve more than private debate in the National Joint Council? I fear the result would be resentment by the employers, whose agreement is essential to any improvements, and a widening of any gulf there may be between the two sides of the National Joint Council.

Let us get the position clear. Any Whitley Council consists of an employer side and a staff side. The job of the staff side is to persuade the employers that what they propose is fair and reasonable. How are they to set about it? In my judgment, the proper way, if the best is to be got out of the machine immediately and ultimately, is to cultivate and maintain good relations between the two sides.

This does not mean that we are to abate our claims or not to press them insistently and continuously; but it does mean that we are going to discuss in a spirit of sweet reasonableness and not to bark and brawl. I believe that the essence of Whiteleyism is discussion, and our job is to discuss. We can be earnest about that and we are.

What is the proper relationship between the National Executive Council and the N A L G O members on the staff side of the National Joint Council? Mr. Webb complains that a proposal which is referred by the service conditions committee to the National Joint Council does not see the light of day in the National Executive Council until all deliberations have been concluded at National Joint Council level. But the minutes of the service conditions committee are reported to the National Executive Council, so that the National Executive Council as a whole know what is referred. Surely, the job of the staff side, who are representatives and not delegates, is to consider how and when to raise the issue—for timing is an important factor on which only the staff side can make an informed judgment. Then they report back if they succeed or fail, or if there is unreasonable or unnecessary delay. Mr. Webb has criticised the volume of service conditions minutes and reports. Are they, in addition, to contain the minutiæ of day-to-day negotiations in the National Joint Council and its committees? I hope not, for open diplomacy and open negotiations have their dangers.

And what is the proper relationship between the local authorities and the employers' side of the National Joint Council? What is sauce for the goose must be sauce for the gander; and if details of negotiations are to be referred to the constituents of one side, there can be no objection to reference to the other side. Would agreement be reached sooner if, instead of discussion between representatives of both sides in the National Joint Council—who have heard the arguments—there were, in addition, discussions in the associations of local authorities, in the twelve provincial councils, or in over 1,600 local authorities, where the staff side arguments had not been heard?

Mr. Webb cites the paragraph about holidays in the Annual Report, just published, and complains that it "tells the members nothing whatever with regard to what has happened since our proposals were submitted to the National Joint Council." The report, in fact, sets out the scale of holidays that the staff side has submitted and records that, at the time the report was written, the matter was still before the National Joint Council. It is obviously hoped that by the time Conference meets an agreement can be reported, though this may be a triumph of hope over experience.

The employers did not turn the application down. Instead, they pointed out that there was a marked divergence of practice between one local authority and another in respect of statutory and national holidays—with the result, for example, that the staff of one county borough had 14½ days in a year, while the staff of another, ten miles away, had only six—and asked the staff side to consider a scheme which regulated all holidays. The staff side agreed and submitted such a scheme.

Not Helped by Abuse!

That scheme is still before the National Joint Council and has been discussed several times. The employers are, I am told, showing no enthusiasm for it, nor any desire to make a quick decision; but surely, while it is before the National Joint Council, the proper thing is to leave it in the not inexperienced or incapable hands of our representatives. They have all their work cut out in persuading the employers without recording at length the details of protracted discussions.

The service conditions committee, which includes the majority of N.E.C. members, has so much on its plate in a period of recognised difficulty that it would be a pity if it had to spend much time explaining and defending its policies and programmes to the minority of candid critics. It has been responsible for much activity in the past year or so in several fields besides local government. There, in 1946, was a great step forward. I know that it is now fashionable to criticise the Charter. We were under no illusions about what would happen when it was won, though I am also under no illusions as to what it would mean were pre-Charter conditions to return. We cannot expect a new baby of such dimensions every year. But there has been progress in local government, electricity, gas, health, and other fields—in some, marked progress—which has called for sustained effort and which has benefited large numbers of our members.

The National Executive Council and the staff side have much to do. They have made mistakes and will make more. They are not helped if some of the crew spit on the deck and abuse the man at the wheel or refuse to see plain facts like the issue of the Government White Paper on Personal Incomes, Costs, and Prices. We shall fare better if we honestly face the difficulties and, instead of bickering among ourselves, pull together in the common cause.

NALGO Annual Conference—Amendments to Agenda

WITH the receipt of amendments to the notices of motion published in last month's journal, the agenda for the Association's Annual Conference to be held at the Music Hall, Aberdeen, on June 14, 15, and 16 is now complete.

The amendments are published below with the notices of motion to which they relate. Notices of motion to which no amendment has been tabled are not reproduced, but may be found on reference to the April "L.G.S."

The agenda is subject to co-ordination and consolidation by the agenda committee of the National Executive Council, and copies of the final document will be sent to delegates towards the end of this month.

Annual Report: Paragraph 28—Whitley Machinery for Great Britain.

Amendment by the Glasgow Branch.
That paragraph 28 be referred back to the National Executive Council.

Conference Procedure

9. *Notice of motion by the South Wales and Monmouthshire District Committee :*
That at 4.0 p.m. on the last day of Conference all outstanding business of Conference shall stand adjourned and Conference shall proceed to the induction of the President.
Amendment by the Leicestershire Branch.
Delete the word "adjourned" in line 3 and substitute the words "referred to the National Executive Council."

Re-adaptation of Association Machinery.

10. *Notice of motion by the National Executive Council.*
That having regard to the changing disposition of members and branches in the new nationalised services, in relation to present district committee boundaries, the National Executive Council be authorised, pending the adoption by Conference of new Rules to effect re-organisation of Association machinery, to assign members in such services to one or other of the present districts for organisational and electoral purposes ; and to adapt present rules in all necessary respects to deal with the situation.
Amendment by the West Midland District Committee and the Birmingham Branch.
After the word "purposes" in line 10 insert "after consultation with appropriate Consultative Committees."

12. *Notice of motion by the South Western Electricity Board Headquarters Branch.*
That this Conference considers the present organisation of NALGO cumbersome and uneconomic and that the National Executive Council be instructed to divide NALGO into autonomous sections, one for local government staffs, and one each for staffs of nationalised bodies ; these sections to hold separate conferences ; and that contact between the sections shall only be made through a joint co-ordinating committee at national level.
Amendment by the Bushey and District Water Branch.
Delete the word "and" in line 6, and after the word "bodies" in line 7 insert "and the Water Industry."
Amendment by the Faignton and District Branch.
Delete the word "conferences" in line 8 and substitute "district committees."
Amendment by the Bury St. Edmunds Branch.
At the end of the motion add "but that voting power at all levels for each section shall bear a definite relation to membership strength."
Amendment by the Bolton Sub-Area Electricity Branch.
Delete all words after the word "Conference" in line 1 and insert : "instructs the National Executive Council to formulate proposals for the holding of a general conference to determine matters of policy, and also for the holding of separate conferences for each of the nationalised services and the local government service, which would determine matters peculiar to each of those services, and to submit their proposals to the 1950 Conference."

ANCILLARIES' A.G.M.s.

NOTICE IS HEREBY GIVEN that the annual general meetings of the NALGO Provident Society (No. 1580—London), the NALGO Building Society (No. 8048—London), and the National and Local Government Officers' Mutual Insurance Association Ltd.—Logomia (No. 2898R—London), will be held at the Music Hall, Aberdeen, on Friday, June 17, at the following times :

NALGO Provident Society, 9.30 a.m. to elect a committee of management ; to appoint auditors ; to receive the annual report and financial statement ; and to consider the minutes of the last meeting; alterations to Rules—2 (b) ; 3(1) (b), (10), (11) and (12) ; 4(1) ; 5(2), (3) and (4) ; 8(1) ; 9 ; 10 and 10(1) (b) ; 14a (1) and (4) ; 15 (1) and (5) ; 18(1) and (2) ; 24(2) ; 31(2) ; 32 ; 33(1), (2) and (3) ; 39 ; 39 (5) ; 42 ; Tables I, III and IV—and any other business.

NALGO Building Society, 11.0 a.m. to receive the report and financial statement of the committee of management and to consider general business, including amendments to Rules (copies of the agenda, report, and financial statement may be obtained from the secretary at 1, York Gate, London, N.W.1).

LOGOMIA, 2.30 p.m. to receive the annual report and accounts, to consider amendments to Rules 23, 30, 54, 57 and 64, to elect two members of the board of management and an auditor, and to consider the minutes of the last meeting and any other business.

Amendment by the South Wales and Monmouthshire District Committee.
That this Conference, whilst appreciating the special problems of the staffs of the nationalised services, considers that to set up separate autonomous organisations representing separate sectional interests within the Association, thereby destroying its all-embracing character, would not be in the best interest of the members of the Association as a whole.

14. *Notice of motion by the Leeds Hospitals Branch.*
That this Conference requests the immediate dissolution of the district committee and the setting up of sectionalised district councils under their natural divisions (e.g. electricity, gas, health, local government).
Amendment by the Northants County Branch.
At the end of the motion add : "such sectionalised district councils to be empowered to report direct to the National Executive Council."

Subscriptions.

16. *Notice of motion by the Solihull Branch.*
That Conference instructs the National Executive Council to consider, without increasing the total income now derived from all subscriptions
(i) the revision of rates of subscription so that they cover in convenient and equitable form the present complete range of grades
(ii) a new rate of subscription for those i receipt of salaries above the highest grade
Amendment by the Leeds Branch.
Delete the words "without increasing the tot income now derived from all subscriptions in lines 2 and 3.
Amendment by the Coventry Branch.
Delete the word "without" in line 2 and sub stitute "with a view to" ; at the end of th motion add "and that the National Executiv Council report their recommendations to th 1950 Conference of the Association."

Representation at Conference.

17. *Notice of motion by the National Executiv Council.*
That, notwithstanding Rule 23 of the Associa tion's Rules and Constitution, the Nationa Executive Council be empowered to determin the basis on which branches, district committee and sectional and professional organisation shall be entitled to appoint delegates to th Annual Conference to be held in 1950, being understood that the Council sha submit an alternative to Rule 23 for considera tion and approval by the 1950 Conference and that Rule 23 cease to have effect in th meantime.
Amendment by the Uckfield Rural Branch.
Delete the words "the National Executiv Council be empowered to" in lines 2 and and substitute the words "this Conference.
Amendment by the Wirral and District Branch
After "1950" in line 7 insert "subject t the preservation of the right of each branch district committee and sectional and pro fessional organisation to appoint at lea one delegate to such Conference."
Amendment by the Glamorgan County Branch
Delete all words after the word "Conference in line 10.

Association Policy on Service Conditions.

18. *Notice of motion by the National Executiv Council.*
That this Conference approves the statemen of the National Executive Council in regar to certain aspects of service conditions polic
Amendment by the Leeds Branch.
At the end of the motion add : "which w circulated to all branches by the 1st May, 1949.
Amendment by the River Ouse (Yorks.) Catch ment Board Branch.
At the end of the motion add : "but, whil acknowledging that the revised holiday sca referred to in paragraph 20 of the Annu Report was formulated at the request of previous Conference, now considers that present circumstances these proposals shou not be pressed, the National Executive Counc to concentrate their endeavours on obtainin improved salary scales, no other proposa being allowed to prejudice the securing of th aim."
Amendment by the Bethnal Green Branch.
That this Conference disapproves the metho of circulating the statement.
Note : The statement referred to will be issue as a separate document to Conference delegate

20. *Notice of motion by the Scottish Distri Committee and the Glasgow Branch.*
That this Conference :
(*a*) expresses dissatisfaction with the failu of the National Executive Council to impleme

he 1948 Annual Conference instruction to begin at once a strong campaign for rates of ay at least equal to those now paid by the najor banks and insurance companies " ;

(*b*) holds that such a campaign would not, f conducted properly, endanger the Whitley nethod of negotiation but would, in fact, trengthen the Staff Side in face of the hardened ttitude of the Employers' Side ; and

(*c*) instructs the National Executive Council mmediately to carry out a public campaign or an increase for all officers.

Amendment by the Bebington Branch.
Delete the word " would " in line 3 of paragraph (b) and substitute the word " must."

1. *Notice of motion by the Bristol Electricity Branch.*
That this Conference expresses its concern with he failure of the National Executive Council to mplement Conference decisions and :

(*a*) declares that in accordance with the Constitution of the Association, Conference has the right to direct policy ;

(*b*) reiterates the instructions given by two successive Conferences, to secure the recognition of the Charter as a minimum and to initiate a strong campaign for rates of pay equal to those paid by the major banks and insurance companies.

Amendment by the Kingston (South Eastern Division Headquarters) Electricity Branch.
Delete the words " to secure the recognition of he Charter as a minimum " in lines 2 and 3 of paragraph (b) of the motion.

mplementation of Conference Decisions.

4. *Notice of motion by the West Sussex County Officers' Branch.*
That Conference views with concern the ncreasing tendency of the National Executive Council to seek to avoid implementing decisions f Conference with which it is not in agreement nd to put an interpretation on resolutions which is contrary to the intention of Conference, nd directs that the National Executive Council implements the expressed resolutions f Conference without equivocation.

Amendment by the Leeds Branch.
After the word " that " in line 7 insert the words " as and from the Annual Conference 949."

Amendment by the Chislehurst and Sidcup Branch.
At the end of the motion add " and furthermore that the National Executive Council ublishes through the media of the *L.G.S.* a progress report ' on the implementation f decisions of Conference, not later than the November issue of *L.G.S.*"

alaries Generally.

9. *Notice of motion by the North Northants Branch.*
That this Conference views with concern the eason for the loss of officers from local government to central government departments and he nationalised services due to the more ttractive salary grades being paid therein, and ccordingly requests the National Executive Council to take immediate steps to review the alary scales under the Charter and recommend mprovements sufficient to compare favourably ith those applicable to the civil service and imilar government appointments.

Amendment by the North East London Electricity Branch.
That this Conference views with concern the oss of officers from local government and ccordingly requests the National Executive Council to take immediate steps to review the alary scales under the Charter and recommend mprovements sufficient to compare favourably ith those applicable to the civil service and imilar government appointments.

31. *Notice of motion by the Kent County Branch.*
That, having regard to the higher salary standards adopted in the new national services as compared with existing salary standards in the National Charter, vigorous propaganda action be taken by the National Executive Council to bring to the notice of the local authorities' associations the difficulties which are rapidly increasing and which are resulting in a serious staffing crisis ; and that pressure be brought to bear on the local authorities to raise the local government salary standards to equal those of the new national services.

Amendment by the North East London Electricity Branch.
Delete the words " having regard . . . propaganda " in lines 1 to 4 ; and delete the words " to equal those of the new national services " at the end of the motion.

" The Town Clerk was instructed to wait on the Minister of Health."—extract from minutes submitted by Miss VERA HULTON, Haslingden, who receives 5s.

Salaries—General Division.

34. *Notice of motion by the Salford Branch.*
That the National Executive Council be requested to use every endeavour to secure that the maximum salary of the general division (males and females) is reached at the age of 26 years, with consequential adjustments for the lower age groups.

Amendment by the Cornwall Electricity Branch.
After the word " years " in line 5 insert " by local government officers and the administrative and clerical staffs of the electricity supply industry " ; at the end of the motion add " and suitable amendment to the shorthand typing scales at present existing in the electricity supply industry."

37. *Notice of motion by the Middlesbrough Branch.*
That the National Executive Council be requested to press for a revision of the general division scale to ensure that the maximum of £385 is reached at the age of 25 years.

Amendment by the Tottenham Branch.
Delete the words " of £385 " in line 4.

Salaries—Miscellaneous Division.

39. *Notice of motion by the Liverpool Branch.*
That this Conference urges the National Executive Council to make every endeavour to secure an increase in the maxima of the miscellaneous division grades I and II, at least equal to those already obtained for the general and clerical divisions.

Amendment by the Derby Branch.
At the end of the motion add : " and failing a decision by the National Joint Council within three calendar months, the Staffs Side call off the negotiations and a trade dispute be declared."

Amendment by the Wednesbury Branch.
That this Conference is in favour of the deletion of the miscellaneous division grades from the National Scheme.

Grading Within the Charter.

41. *Notice of motion by the Kent County Branch.*
That Conference

(*a*) deplores the slow progress in the consultations with the professional and sectional organisations ;

(*b*) calls for a factual report on the negotiations up to the present time ; and

(*c*) instructs the National Executive Council to take vigorous steps to secure remuneration and status for specialist officers in local government equal to those obtainable in comparable positions outside the service.

Amendment by the River Ouse (Yorks.) Catchment Board Branch.
After the word " time " in line 6 insert : " to be circulated to branch secretaries not later than 30th June, 1949, such report to give the fullest information possible, including the type of officer concerned and the names of the professional and sectional societies consulted ; "

Salary Scales for Shorthand Typists, Typists, and Machine Operators.

43. *Notice of motion by the Gosport Branch.*
That Conference takes note of the interim salary scales for women shorthand-typists, typists and machine operators adopted by the National Joint Council for Electricity Administrative and Clerical Staffs, which recognise the proficiency and skill of women shorthand-typists, typists and machine operators in relation to the clerical duties of other women clerks ; and that Conference instructs the National Executive Council to press for similar recognition of shorthand-typists, typists and machine operators in the local government service.

Amendment by the Northants County Branch.
Delete the words " typists and machine operators " in lines 11 and 12.

Amendment by the Southern District Committee.
Add the words " and the gas industry " at the end of the motion.

44. *Notice of motion by the Manchester Branch.*
That this Conference instructs the National Executive Council to negotiate for new and improved salary scales for women typists and machine operators, such scales to differentiate between :

(*a*) Shorthand-typists, operators of comptometers, accounting and other machines requiring a like degree of skill, and

(*b*) Copy-typists and operators of addressing and simple adding machines and other machines requiring a like skill.

Amendment by the Brighton Branch.
Delete all words after the word " women " in line 3 and insert : " within the general division, clerical and higher clerical grades, but oppose the establishment of different scales for women officers engaged on particular duties such as shorthand-typing, typing, machine operating."

Provincial Weighting.

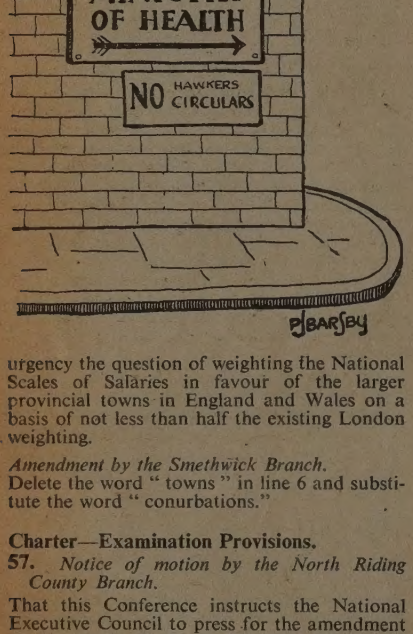
47. *Notice of motion by the Birmingham Branch.*
That the staffs' representatives of the National Joint Councils be asked to press for an appropriate percentage of London weighting to be immediately paid to local government officers and transferred officers in the larger provincial towns where a similar differentiation applies in the civil service.

Amendment by the Smethwick Branch.
Delete the words "towns where a similar differentiation applies in the civil service" at the end of the motion and substitute "conurbations."

48. *Notice of motion by the Leeds Branch.*
That this Conference thanks the National Executive Council for its efforts to secure provincial weighting during the last year, and reiterates its support for the principle involved which would remedy what constitutes an injustice to many thousands of local government officers.

Amendment by the Leeds Hospitals Branch.
Delete the words "local government" in the last line but one of the motion.

49. *Notice of motion by the Manchester Branch.*
That this Conference instructs the National Executive Council to refer to the Staff Side of the National Joint Council as a matter of



urgency the question of weighting the National Scales of Salaries in favour of the larger provincial towns in England and Wales on a basis of not less than half the existing London weighting.

Amendment by the Smethwick Branch.
Delete the word "towns" in line 6 and substitute the word "conurbations."

Charter—Examination Provisions.

57. *Notice of motion by the North Riding County Branch.*
That this Conference instructs the National Executive Council to press for the amendment of paragraph 29 of the National Charter to provide for the payment of a suitable monetary grant to officers who pass the Promotion Examination.

Amendment by the Kent County Branch.
After the word "for" in line 4 insert "(a)"; at the end of the motion add "(b) an obligatory and not permissive application of the provisions therein by the substitution of the word 'shall' for 'should' in line 3."

Examinations Recognised by the National Joint Council.

60. *Notice of motion by the Brigg Branch.*
That the Incorporated Association of Architects and Surveyors should be added to the list of professional bodies whose examinations are recognised by the National Joint Council as being appropriate to the local government service.

Amendment by the Tottenham Branch.
After the word "That" in line 1 insert "the local government examinations board consider whether."

Amendment by the Stoke-on-Trent Branch.
After the word "That" in line 1 insert "the National Joint Council be requested to agree that"; at the end of the motion add "and that the Building Inspectors' Testamur Certificate of the Institution of Municipal Engineers should be added to the list of recognised examinations."

Amendment by the Bebington Branch.
At the end of the motion add: "providing such Association be recognised by the Royal Institute of British Architects and the Royal Institution of Chartered Surveyors as requiring an equivalent standard of professional qualification for corporate membership."

Amendment by the Coventry Branch.
Delete the words "the Incorporated . . . added to the" in lines 1 and 2 and substitute "the National Joint Council be asked, through the National Executive Council, for an immediate review of the present".

Overtime Payments.

62. *Notice of motion by the Kent County Branch.*
That the ceiling for payment of overtime be raised from £495 to £760 per annum.

Amendment by the Shipley Branch.
Delete the words "to £760 per annum" at the end of the motion and substitute: "so as to include all officers within the purview of the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services, and that no exceptions to the payment of overtime for hours worked in excess of the normal hours of duty be made in respect of either officers attending evening meetings or other officers working abnormally long hours in accordance with their conditions of employment, except in those cases where an officer is given facilities for, and elects to accept, the equivalent time off in lieu."

Amendment by the Brighton Branch.
Add at end of motion "for all officers."

Annual Leave.

66. *Notice of motion by the Derbyshire Branch.*
That the National Executive Council instruct the Staff Side of the National Joint Council to press for an immediate amendment of that portion of paragraph 11 of the Scheme of Conditions of Service relating to leave on statutory and general national holidays by the addition, after the word "holidays" of the words "and customary local holidays." (The sentence will then read: "The foregoing leave is in addition to statutory and general national holidays and customary local holidays.")

Amendment by the Burnley and District Branch.
Delete all words after the word "holidays" in line 6 and substitute: "by the insertion of the word 'nine' between the words 'to' and 'statutory.'" (The sentence will then read: "The foregoing leave is in addition to nine statutory and general national holidays.")

Charter Amendments.

69. *Notice of motion by the West Midland District Committee and the Coventry Branch.*
That this Conference instructs the National Executive Council to arrange through the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services, for an up to date version of the National Charter to be printed and circulated during 1949.

Amendment by the Ealing Branch.
At the end of the motion add: "and for any subsequent amendments to be printed and circulated as soon as possible after their adoption by the National Joint Council."

Equal Pay for Equal Work.

74. *Notice of motion by the Liverpool Branch.*
That this Conference greatly deplores the fact that no progress has been made in the campaign for equal pay for equal work. Conference therefore, instructs the National Executive Council, as a temporary measure, to ensure through the National Joint Council that the salaries paid to women officers in the general clerical and higher clerical divisions be advanced to 90 per cent. of the male rates pending the result of negotiations on equal pay for equal work.

Amendment by the Metropolitan District Committee.
Delete the words "fact that no progress has been made in the" in lines 1 and 2 and substitute the words "absence of a"; delete all words after the word "therefore" in line 4 and substitute "reiterates the instruction to the National Executive Council of the 1948 Conference, to carry out with other interested bodies an immediate campaign nationally and locally designed to secure it."

Charter—Electricity.

76. *Notice of motion by the South Western Electricity Board Headquarters Branch.*
That this Conference is of the opinion that having regard to the serious anomalies and hardships at present existent under the Extended Interim Scales, the National Executive Council take steps to remove retrospectively the restrictions on the payment of overtime and ensure the strict observance of the N A L G O policy of "Charter conditions as a minimum."

Amendment by the Kingston (South Eastern Division Headquarters) Electricity Branch.
Delete the words "and ensure the strict observance of the N A L G O policy of 'Charter conditions as a minimum'" at the end of the motion.

"Local Government Service."

82. *Notice of motion by the Essex County Branch.*
That this Conference calls for a big improvement in the style, lay-out, contents and materials used in the production of "Local Government Service" in order to make it more interesting and attractive to read.

Amendment by the Kent County Branch.
That this Conference calls for a big improvement in the style of "Local Government Service" and for consideration to be given to the desirability of ceasing the free distribution of this publication to members and making suitable arrangements for it to be on sale to members through the usual agencies.

Superannuation Amendments.

83. *Notice of motion by the Coventry Branch.*
That this Conference instructs the National Executive Council to press for a revision of the Local Government Superannuation Act, 1937, to oblige local authorities to return contributions with interest to officers voluntarily leaving the service.

Amendment by the Inverness and District Branch.
After "1937" in line 3 insert "and the Local Government Superannuation (Scotland) Act 1937."

Amendment by the No. 6 Yorkshire Electricity Branch.
After the word "authorities" in line 4 insert "and nationalised bodies."

84. *Notice of motion by the North Devon Branch.*
That this Conference approves and endorses the action already taken by the National Executive Council in endeavouring to secure new statutory provision for superannuation payments to the spouse or other dependant

relative of a deceased local government officer and urges continued efforts to attain this desirable end and in particular to secure such payments when the death of the officer occurs before his becoming entitled to a superannuation allowance.

Amendment by the No. 6 Yorkshire Electricity Branch.
Delete the words " local government " in line 6.

85. *Notice of motion by the Norwich Branch.* That the National Executive Council do press for an amendment to the Superannuation Act which will allow it being optional for female staff to retire on pension at the age of 60 years or over, after having completed 30 years' service under the Act.

Amendment by the Tottenham Branch.
Delete the word " female " in line 3.

Amendment by the Hammersmith Branch.
Delete the words " female staff " in lines 3 and 4 and insert " employees."

Amendment by the Derby Branch.
Delete all words after the word " over " in line 5.

86. *Notice of motion by the Norfolk County Branch.*
That at the appropriate time the Association should press for an amendment of the Local Government Superannuation Act to provide for optional retirement with a pension at 60 years of age after a *qualifying* period of 30 years' service, and that the award of such pension shall not be conditional upon being in the service at 60 years of age.

Amendment by the South Western District Committee.
Delete all the words after the word " service " in line 6.

Accommodation for Staff.

91. *Notice of motion by the Hemsworth Branch.*
That this Conference is of the opinion that it should be made compulsory for local authorities, when advertising for staff, to offer accommodation wherein the staff may reside.

Amendment by the Chislehurst and Sidcup Branch.
Delete all words after the word " staff " in line 3 and substitute : " to offer suitable accommodation if required should the successful applicant be married."

Strike Action.

95. *Notice of motion by the Coventry Branch.*
That the principle acknowledging strike action contained in the resolution of the National Executive Council dated 9th April, 1921, be affirmed by Conference, but, that the requirement of 90 per cent. vote of the membership of the branch concerned be amended to 66⅔ per cent. vote of such membership, and subject to any statutory provisions regarding Trade Disputes for the time being in force.

NOTE : The resolution of the National Executive Council was :
"The voting on the question of a strike must show 90 per cent. of the staff in favour, before reporting the dispute for consideration by the District Committee and the National Executive Council. In case of great emergency the National Executive Council may waive part or parts of the prescribed procedure."

Amendment by the Bury St. Edmunds Branch.
Delete "66⅔" in line 6 and substitute "100 per cent."

Security of Tenure.

96. *Notice of motion by the Darlaston Branch.*
That in view of the very great delay which has occurred in connection with trade disputes, this Conference is of the opinion that the existing machinery for the settlement of disputes is of very little practical value.

That this Conference considers security of tenure is the only safeguard against injustice and instructs the National Executive Council to press for the necessary legislation without delay.

Amendment by the Coventry Branch.
That this Conference instructs the National Executive Council to consider the general question of security of tenure for all local government officers, with a view to introducing the necessary legislation to secure such an Act.

"L.G.S."—Reports of National Executive Council Meetings

98. *Notice of motion by the Manchester Branch.*
That this Conference instructs that for the information of members, all reports of National Executive Council meetings published in the "L.G.S." shall contain the names of speakers who take part in discussion, a summary of the points of view expressed by each speaker, and a record of the individual voting.

Amendment by the West Suffolk and District Branch.
Delete all words after the word "contain" in line 4 and substitute : "a record of the individual voting on all major issues discussed by the National Executive Council."

Benevolent and Orphan Fund — Birthday Gifts.

100. *Notice of motion by the Reading Branch.*
That this Conference is of opinion that the birthday gift to war orphans authorised by the Benevolent and Orphan Fund should be made to all fatherless children, eligible for Benevolent and Orphan Fund benefit, and should not *necessarily* be discontinued upon the re-marriage of the mother.

Amendment by the Reading Branch.
Delete all words after the word " benefit " in line 5.

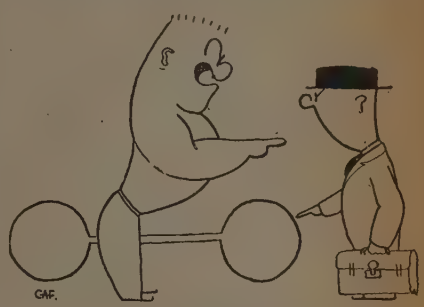
Convalescent Home.

101. *Notice of motion by the South Shields Branch.*
That the National Executive Council make the necessary arrangements for the establishment of a convalescent home which would be more easy of access to, and serve the needs of, Northern and Scottish members.

Amendment by the Glasgow Gas Branch.
At the end of the motion add " and that meantime an allowance equal to the amount of the excess fare shall be made to members in respect of third-class rail travelling expenses to Bournemouth where such expenses exceed £3."

Ballot of Members.

107. *Notice of motion by the National Executive Council.*
That the Rules of the Association be amended to include the following :
Ballots
(*a*) A Conference may by resolution direct that a ballot of all the members of the Association shall be taken on any matter, provided that notice of the proposal has been set forth on the agenda, and provided also that at least two-thirds of the representatives present and voting vote for the resolution or, in the case of a card vote, that at least two-thirds of the votes cast are for the resolution.
(*b*) In directing that a ballot shall be taken, a Conference may also direct :
(1) that the vote of the majority of such members shall determine the matter as though it had been decided by the Conference ; *or*
(2) that the vote of the majority of members voting shall so determine the matter ; *or*
(3) that the result of the voting shall be reported to the next ensuing Conference for consideration in the determination of the matter on which the ballot was taken.
Provided, however, that in the event of a ballot being directed to determine a matter which, if it had been determined by Conference, would have required a specific



" No, I haven't paid a development charge! So what?"

majority in favour in accordance with these Rules, the Conference shall direct that such a majority shall be necessary to determine the matter by ballot.
(*c*) In the event of a Conference directing under (1) or (2) of paragraph (*b*) or of the proviso thereto, the Council shall without delay act in accordance with the vote of the majority stipulated by the Conference.
(*d*) Unless otherwise directed by the Conference at the time, the persons entitled to vote in the ballot shall be those who are members of the Association on the first day of the month following the date on which the direction is given under paragraph (*a*).
(*e*) The Council shall ensure that the ballot shall take place as soon as possible after the date of direction, and shall be responsible for all the administrative arrangements relating to the ballot and the counting of the votes.
(*f*) The result of a ballot shall be published in the Association's Journal by the General Secretary as soon as possible after it is known to him.
(*g*) For the purpose of this Rule :
" Conference " means an Annual Conference or a Special Conference.
" members " does not include retired members or honorary members.

Amendment by the West Midland District Committee and the Birmingham Branch.
Delete the words " at least two-thirds " in lines 6 and 9 of paragraph (a), and substitute the words " a majority."

Amendment by the Lindsey County Branch.
Delete all words after the word " agenda " in line 5 of paragraph (a), to the end of the paragraph.

Amendment by the Glasgow Branch.
Delete paragraph (b) (3).

Amendment by the Brighton Branch.
Delete (*b*) " In directing . . . may also direct."
Delete (*b*) (1).
Delete (*b*) (3).
Delete (*c*) and substitute : " The Council shall without delay act in accordance with the vote of the majority in accordance with Rules."

Rule 2—" Local Government Officer."

108. *Notice of motion by the National Executive Council.*
Delete the existing definition and substitute : "Local Government Officer" means any whole-time or part-time officer (including an articled pupil) employed under any public or

local Act of Parliament or other provision having reference to local government in Great Britain, the Isle of Man, or Northern Ireland, or who is paid directly or indirectly by :

(a) a local authority ; or

(b) a board or other authority to which any of the functions of a local authority have been transferred by any public or local Act of Parliament (other than a board or other authority whose employees are normally recruited in accordance with regulations made, or certificates of qualification issued, by the Civil Service Commissioners) ; or

(c) any persons authorised by any enactment, statutory order, statutory instrument, or Memorandum of Association (either by delegation of functions or otherwise), to construct, work, or carry on any dock, harbour, tramway, road passenger transport, gas, electricity, water or other public undertaking ; or

(d) a board or other authority authorised by enactment or by charter of incorporation or otherwise to undertake hospital or public health services.

(Note : The remainder of the motion defining "officer," "member," and "retired member" is not re-published since it is unaffected by the amendment.)

Amendment by the River Great Ouse Catchment Board.

After the words "public health services" at the end of paragraph (d) add :

"(e) any river or catchment board or other land drainage authority authorised by any public or local Act of Parliament."

Rule 10—Scale of Subscriptions.

116. *Notice of motion by the Lewisham Branch.*

That with effect from 1st November, 1949, the minimum membership contribution to the Benevolent and Orphan Fund should be determined by reference to the following scale :

Salary including bonus, fees and emoluments at 1st November in each year	*Benevolent and Orphan Fund contribution per month*
	d.
Not exceeding £52 p.a. ... (minimum)	3
Exceeding £52 but not exceeding £120 p.a.	3
Exceeding £120 but not exceeding £260 p.a.	4
Exceeding £260 but not exceeding £350 p.a.	4
Exceeding £350 but not exceeding £450 p.a.	6
Exceeding £450	8

Amendment by the Wednesbury Branch.

That existing arrangements be continued and that branches be urged to secure their implementation.

Conference Agenda.

118. *Notice of motion by the Glasgow Branch.*

That this Conference approves that steps be taken to alter the Association's rules to provide as follows :

(*a*) that Conference each year shall elect an Agenda Committee, consisting of four members of the National Executive Council and eight members from the floor of Conference ;

(*b*) that this Committee shall meet as may be required before the following year's Conference for the purpose of combining or deleting motions and amendments so that, wherever possible, not more than one motion and three amendments on the same subject shall appear on the Conference Agenda ;

(*c*) that all such alteration or deletion of motions or amendments shall be done by agreement with the branches or district committees which have put them forward.

Continued at foot of next column

Liverpool Exhibition Sets New Standard in Polish, Ingenuity, and Design

By STEPHEN DUNCAN, B.A., F.C.C.S., M.R.San.I.

THE Liverpool Health and Safety Exhibition, held at the end of March, was one of the most polished, ingenious, and effective yet to be staged by any local authority. Its most striking characteristic was its note of realism—struck by the opening display, a replica of a 19th century working-class living-room—and maintained to the end.

From the gloom and squalor of this miserable dwelling, the visitor entered more cheerful surroundings, though still in the dull, heavy atmosphere of the Victorian age. This was the Ministry of Health's own exhibition of a century of public health, ranging from reproductions of slum scenes to graphic illustrations of the conquest of disease, and leading to the brighter exhibits of modern Liverpool.

These showed the work of the city's health department, the nursery schools and clinics, the general practitioner and public health services, blood transfusion, and the activities of the regional hospital board, teaching hospitals, and local executive council.

In preparing the exhibition, J. P. PHOENIX, Liverpool's public relations officer, had enlisted the services of the City School of Art. Under the leadership of W. L. STEVENSON, deputy principal, the students excelled themselves in invention and colour harmony.

One of the cleverest devices was the use of lighting as an integral part of the design of each section. Equally effective was the use of enlarged photographs with statistics and posters against a painted background, and of "cut-outs" and plastic lettering.

In one section, a huge photograph of children swinging on a lamp-post in a dingy back street, the houses of which formed part of a cut-out model in which the designers revealed a child's home life, put over an idea with striking effect.

The work of the public analyst was brilliantly yet simply shown on a sheet of plate glass, suspended at eye-level, upon which flasks, beakers, and retorts had been etched by sand-blasting : lit from the edge, they stood out in pale green and pearly white.

Another novel idea among an abundance of ideas was the stand called "Inside Information"—an outline of the human body fronted by a table containing four telephones. When the visitor picked up the receiver of one of these, the stomach, eyes, heart, or lungs of the figure became illuminated, and over the telephone they told him about themselves and their care. "Tum," for example, in deep, slow tones, described the problems of the overworked stomach ; the eyes warned against their ill-use ; the lungs, after describing their function, drew attention to the next section of the Exhibition—mass miniature radiography. The fourth telephone was outstanding. In rhyme, and in a high-pitched, staccato voice, rising almost to a scream, it described the agony of "nerves"—until, in soothing, melodious phrases, the physician gently urged the listener to "t-a-k-e i-t c-a-l-m-l-y, relax, relax, relax."

Perpetual Transfusion

The ingenuity of the organisers reached its climax in the last of the health sections, where the blood transfusion service staged a living display. Through a panel in the framework of the stand could be seen a real woman, lying on a couch, her arm bared, and alongside her a nurse transferring a seemingly inexhaustible supply of blood from the patient to a collecting jar.

At the end of this section was another striking photograph, of a police officer on traffic duty. Taken from above, with sunshine throwing a life-size shadow on the ground, the policeman was seen pointing a shadowy finger to the third section—Road Safety.

Here was staged the first showing of the biggest of the touring exhibitions produced by the Royal Society for the Prevention of Accidents at a cost of £7,000. The message of "Safety on the Roads" was vividly portrayed in exhibits ranging from a full-scale trainer used for measuring the reactions of drivers (in which visitors could be tested) to a miniature screen upon which a vista of the road of yesterday, containing horse-drawn traffic, changed to the road of to-day, thronged with motor vehicles.

The exhibition was shown in St. George's Hall, a fine example of classical architecture, but with a lofty roof fatal to exhibition display, which would be dwarfed within its huge spaces. The organisers had overcome this difficulty by using yard-wide strips of white muslin placed 9 or 10 inches apart, as a ceiling. This effectively hid the loftiness of the Hall, yet through it could be seen a stained glass window depicting St. George slaying the dragon—symbolic of Liverpool's attempts to destroy apathy and ignorance.

The highest tribute I can pay to the exhibition is that, as I finished my tour, my footsteps instinctively turned to the entrance so that I might see the show through once more ; quite contrary to my nature, I must confess.

Continued from preceding column

Amendment by the Metropolitan District Committee.

That Standing Order 2 be amended so as to provide :

(*a*) for an Agenda Committee consisting of three members appointed by and from the National Executive Council and four members (not being members of the Council) appointed by District Committees in rotation each year ;

(*b*) that, in addition to performing the duties already prescribed, the Agenda Committee shall be in session on the day preceding the opening, and during part of the first two days of Conference, for the purpose of meeting with representatives of branches, etc., which have similarly worded notices of motion and amendments on the agenda, in an endeavour to reach common agreement on a reduction of the number ;

(*c*) that the Agenda Committee be empowered to accept withdrawals of notices of motion and amendments.

119. *Notice of motion by the Finchley Branch.*

(*a*) That the last date for receiving at Headquarters notices of motion for the Conference Agenda from branches be the 1st of January, 5 p.m., and from the National Executive Council, the 31st January.

(*b*) That the last date for receiving at Headquarters amendments to notices of motion be the 15th of February, 5 p.m.

(*c*) That the National Executive Council be authorised to make all consequential amendments to the Constitution and Standing Orders.

(*d*) That the revised dates become effective as at the cessation of the 1949 Conference.

Amendment by the Chislehurst and Sidcup Branch.

Delete "15th of February" in paragraph (*b*), and substitute "15th of March."

HEALTH SERVICE NOTES

By G. W. PHILLIPS

Administrative and Clerical Staffs' Proposals for New Standards Improve on Charter

NEGOTIATIONS are likely to open soon between the two sides of the administrative and clerical staffs' functional council on the staff side's proposals for permanent scales and conditions of service for clerical grades.

In framing its proposals, the staff side took into account conditions prevalent in comparable grades in other branches of the public service.

Some clauses—covering overtime payments, office hours, special and maternity leave, payment of removal expenses, and sickness allowances—are based on the local government Charter; others improve on the Charter. The proposals include:

Salaries (equal for men and women throughout)—General grade—£160 (at 16) × 10, 15 (2), 25 (3), 15 (10)—£425 (at 32); Clerical grade—£435 × 15—£480; and Higher clerical grade—£480 × 15—£525.

"Weighting" (for those employed in the Greater London area)—under 21—£15; 21—26—£30; over 26—£45. The General Council is asked to consider "weighting" for provincial officers.

Recruitment—Junior entrants must hold the school certificate of a British university or a recognised equivalent qualification.

Promotion—To qualify for promotion to the clerical grade, an officer must have passed the intermediate examination of the Institute of Hospital Administrators or a recognised equivalent and, to qualify for promotion to the higher clerical grade, he must have passed the Institute's final examination, or equivalent—provided that an officer who was transferred from or appointed from any employing authority constituted under the National Health Service Act, any local authority, or the civil service, shall continue to enjoy the same promotion conditions as in his former employment.

Training—Officers shall be given every opportunity to qualify for higher appointments, and employing authorities shall grant reasonable facilities for them to take appropriate courses of study, the facilities including:

Leave of absence with pay to attend courses and to sit for recognised examinations; and

Financial assistance with training and examination fees, and fares to attend lectures and classes.

Annual leave—General and clerical grades—24 working days; higher clerical grade—36 working days.

Sickness Allowances—On the following scale, employing authorities having power to extend the allowance in exceptional cases:

Year of Service	*Months' Full Pay*	*Months' Half Pay*
First	2	–
Second	2	2
Third	3	3
Fourth	4	4
Fifth	5	5
Thereafter	6	6

Expenses of Candidates for Appointment—Fares incurred and subsistence expenses on the following scale:

Bed and breakfast	21s. 0d.
Lunch	4s. 0d.
Tea	2s. 6d.
Dinner	6s. 0d.

Travelling Expenses—Third-class fare (monthly return rate where applicable) unless necessarily travelling with a person entitled to travel first class, when first-class rate would apply.

Subsistence Allowances—(a) when travelling in the performance of normal and routine duties and unable to sleep and/or take meals at home—same scale as for candidates for appointment;
(b) when travelling in the performance of occasional or exceptional duties involving continuous absence for not less than eight hours from the normal seat of duty, or place of residence—£1 1s. for the first and subsequent days and £1 1s. for the first and subsequent nights.

Nurses' Pay—Minister Asks For More Time

THE Minister of Health has asked the chairman and vice-chairman of the nurses' and midwives' functional council not to press at present for discussions with him on the salaries of trained nurses.

In a letter replying to the request for an interview, the Minister's private secretary stated that he fully appreciated the anxiety of both sides to make progress with the consideration of the salaries of trained nurses, but that since the claim raised issues of financial importance not only in the National Health Service but in other fields in which professional women were engaged, he hoped that neither side of the Council would regard as unreasonable the fact that a decision on it would take longer to arrive at than one upon an issue of less importance.

Administrative and Clerical Staff Side Meets

MATTERS discussed at a recent meeting of the staff side of the administrative and clerical council included:

Redundancy—A reply is awaited to the staff's demands that the Ministry should intensify its efforts to find permanent posts for transferred health officers declared redundant.

Accelerated Increments of Salary—Staff side proposals for accelerated increments in appropriate cases for men as well as for women have been submitted to the management side.

Regional Secretaries' Scales—Staff side proposals for the salaries of secretaries, deputies, and assistant secretaries of regional hospital boards, have been submitted to the management side. The chairman and secretary of the staff side, NALGO's organising officer for health staffs, and two regional hospital board secretaries, were selected to negotiate them.

A.P.T. Grades—A committee of the staff side, including representatives of its three standing committees, and NALGO's organising officer for health staffs, has met to consider salaries and conditions for A.P.T. grades.

Teaching Hospital Staffs—Salary negotiations are in progress.

Appeals Machinery—The staff side has considered suggestions from the General Council for setting up machinery to deal with (a) disciplinary and (b) service conditions appeals, and has instructed its representatives on the Council to press for certain improvements in the proposed structure and to ask, in the meantime, for interim machinery at functional council level for administrative and clerical grading appeals without prejudice to the creation of permanent machinery.

Mass Radiography Units—The Association's proposals for salaries and conditions of secretaries of mass radiography units were referred to the A.P.T. grades committee.

Groups with Clinics—Since the functional council is empowered to vary the award of points to secretaries of hospital management groups where those groups include clinics without beds, the staff side will put a number of test cases to the management through the appropriate negotiating committee, as a basis for negotiations on the award of points to such officers.

New Rates for Student District Nurses . . .

THE nurses' and midwives' council has adopted a new provisional rate of pay for student district nurses as from September 1 last.

If resident, the nurse will receive an annual cash training allowance of £140, plus emoluments valued at £100 a year. Non-resident students will receive a living-out allowance of £100 with free meals on duty.

A student, to whom the new arrangements would bring a lower rate of pay, may continue on the former rate.

Councils are requested, where voluntary organisations are concerned, to arrange with them to give effect to the agreement.

. . . And for Student Mental Nurses, Too!

THE council has also adopted the following rates of training allowances for post-registration student mental nurses, from September 1 last:

		£
S.R.N. (general trained)	1st year	150
R.S.C.N.	2nd year	160
Registered fever nurse	1st year	140
Enrolled assistant nurse	2nd year	150
Nurse with T.A. certificate	3rd year	160

The annual value of emoluments will be regarded as £100 in all the above cases, and non-residents will receive a living-out allowance of the same amount, but neither dependants' nor proficiency allowances are payable in addition.

Where the cash payment to the student under the arrangements outlined above would be less than that received under the Rushcliffe recommendations, the student may continue as before.

GAS SERVICE NOTES

More B.G.S.A. Misrepresentation Exposed

TWO months ago we exposed the specious arguments by which the British Gas Staffs Association was trying to "poach" NALGO members. Now, so weak are its arguments, it has been reduced to what we consider to be deliberate misrepresentation.

Consider the following:

June 2, 1948—A. L. COCKRILL, the B.G.S.A. northern organiser, in a speech to members of the Burnley gas department, who are members of NALGO, said that the B.G.S.A. was going for much higher salaries than had been awarded by the National Council, "*but NALGO would not agree to this on the grounds that the rest of NALGO's members would be perturbed if the gas industry scales were higher than the Charter.*"

July 7, 1948—J. E. N. DAVIS, NALGO's chief organisation officer, wrote to H. J. ARNOLD, B.G.S.A. national organiser, inviting his observations on this statement which, Mr. Davis added, was "absolutely untrue."

July 13, 1948—Mr. Arnold replied that Mr. Cockrill had agreed that the statement attributed to him, though removed from the general context of his speech, was "substantially correct," and had declared that he "made the statement in good faith and had no intention of misrepresenting the exact position."

"I assure you," Mr. Arnold added, "that the B.G.S.A. wishes to give a true and honest presentation of its case and *I have no hesitation in informing you that Mr. Cockrill will not repeat his statement on salaries as expounded at Burnley.*"

July 16, 1948—Mr. Davis, acknowledging this letter, commented: "You state that Mr. Cockrill 'made the statement in good faith and had no intention of misrepresenting the exact position.' It is difficult to understand how a statement which completely misrepresented the exact position could have been made in good faith. For if Mr. Cockrill knew the facts he knew that his statement was totally untrue; if he did not know the facts, obviously no such statement should have been made."

March, 1949—In a circular to municipal gas staffs in the Northern Region, signed by R. DOUGLASS, Northern Region secretary, but posted in Harrow—Mr. Arnold's address—the B.G.S.A. said: "*Remember, your NALGO official would hesitate to negotiate anything better than local government scales—it would be too much of an embarrassment both to him and to NALGO in other fields.*"

March 21, 1949—Mr. Davis wrote again to Mr. Arnold, recalling the previous correspondence, quoting his further use of the same misstatement, and adding: "*This statement you know to be untrue, and it is demonstrably untrue, because NALGO is negotiating better standards than the local government standards for application in the electricity supply industry. I greatly regret,*" he added, "*your Association's brazen attempts to poach members of NALGO, and that these should include statements which are known to be untrue.*"

March 29 1949—Mr. Arnold replied: "Once again I assure you it is not the intention of my Association to make untrue statements and, whilst agreeing that the statements made might have been put differently, I do not think that NALGO can quibble too much about them . . . *You have my assurance that I will watch the propaganda of the B.G.S.A. and that we shall not issue untrue or derogatory statements.*"

Gas staffs themselves will also watch B.G.S.A. propaganda—and will know from the above how much reliance can be placed upon it.

ELECTRICITY NOTES By L. G. MOSER

Joint Negotiating Machinery Proves its Worth in First Major Test

THAT the negotiating machinery for the Electricity Supply Industry can work both effectively and speedily, has recently been demonstrated as a result of differences arising from the London Electricity Board's grading proposals under the interim scheme of salaries and conditions of service.

After a delay which the staff thought unnecessarily long, the proposals were issued in six of the seven sub-areas on or about March 8. It soon became evident that the majority of the offers were unacceptable and a special meeting of the Association's London district consultative committee was called on March 17 to consider the position.

An examination revealed that many people holding supervisory positions had been included in grades A and B (which are defined as applying to "staff who are engaged in legal, accounting, secretarial or other work comparable with that covered by a professional institute, whether qualified or not and *who do not hold a supervisory position*"), and that, whilst the new salaries were offered as from April 1, 1948, duties being performed at or about that time had been completely ignored.

Call for Special N.J.C.

Clearly, grading which appeared so fundamentally at variance with the national agreement, could not be put right by individual appeals and, accordingly, L. W. G. HETHERINGTON (chairman, London consultative committee and a member of the N.E.C.), in his capacity as vice-chairman of the London district joint council, requisitioned a special meeting of that body to be held within 14 days.

At that meeting, which took place on March 22, the staff side sought the complete withdrawal of the grading offers on the ground that they were not in accordance with the scheme issued by the Electricity National Joint Council. To this, however, the Board's members would not agree and it was resolved to remit the matter to the national council for determination.

J. H. WARREN, N A L G O general secretary, and vice-chairman of the N.J.C., considering the matter too urgent to await the next N.J.C. meeting fixed for May 20, particularly since staff had been asked to accept or reject the gradings offered within 28 days, requisitioned a special meeting of the national body. But on March 25, the district council held its ordinary bi-monthly meeting. There, the Board's members made alternative proposals and, though they were unacceptable, it became apparent during the discussions that the differences between the two sides had narrowed. Finally, the Board agreed to withdraw the time limit of 28 days, and the meeting adjourned until March 30.

To afford the district council every opportunity of resolving the difference, the requisition for a special meeting of the national body was withdrawn on the understanding that it would be re-submitted if considered necessary.

At the adjourned meeting, the two sides eventually agreed to rescind the reference to the National Joint Council and resolved :

"That subject to the joint secretaries of the National Council confirming that the following are correct interpretations of the interim scheme of salaries, Grades A to , the existing grading offers of the London Electricity Board be withdrawn, and be reconsidered in the light of these interpretations :

"*(i)* That the grading should normally date from and be based on duties performed as at April 1, 1948, and that in individual cases where duties and responsibilities have changed, subsequent grading should be based on those changed duties and should apply from the date of such change.

"*(ii)* That Grades A and B should apply solely to persons in non-supervisory positions, Grade A applying to such staff whose duties are those normally expected of them in their early years of service.

"*(iii)* That the placing of an employee on a fixed salary point in any grade does not carry any implication that any higher salary point in that grade will be reached by that employee."

The joint secretaries of the national council have largely agreed with the views expressed in the resolution, though they have made it clear that Grade A applies to persons whose duties are of the same quality as those expected of *professional staff* in their early years of service and that some employees might be doing that sort of work in later years.

Only three weeks after the first grading proposals were issued, the Association's consultative machinery for electricity staff working with and through the Whitley machinery for the Industry (on which N A L G O has the majority of seats) has enabled the trade unions to secure the withdrawal of the unacceptable offers. N A L G O will now press for them to be reissued on the right lines without undue delay.

It is encouraging to receive reports from other areas which indicate that, there, the grading has been much more satisfactory and that where individual appeals have been made they are proceeding quickly and, in many cases, successfully.

Consultative Body Backs E.P.E.A. Pact

A STATEMENT of the views of a conference of representatives of N A L G O and the Electrical Power Engineers' Association to examine inter-union relationships received the unqualified and unanimous support of N A L G O's national electricity consultative committee on March 14 and was later endorsed by its service conditions and organisation committee.

The statement expressed the view that an individual's right to choose his trade union was limited by the willingness of the union to accept him, by certain agreements the union had entered into with other unions, and by the "Bridlington agreement" devised by the T.U.C. to avoid inter-union disputes. It further stated that it was the duty of all subject to the N.J.B. for technical staffs to be members of the E.P.E.A., that further consideration of the position be postponed until the line of demarcation between the clerical staffs' N.J.C. and the technical staffs' N.J.B. was defined, and that until a new agreement between the two unions could be made the present one should be observed.

The committee believed that the difficult problems of demarcation could best be solved if the spirit of co-operation were preserved and it noted with regret that a motion again calling for the cancellation of the agreement had been tabled for the Aberdeen Conference.

A resolution from the South Western district consultative committee, asking that a national policy for salaries and service conditions be formulated and submitted to district consultative committees and electricity branches for discussion prior to the opening of negotiations in the N.J.C., was rejected on the grounds that such a procedure was impracticable, would cause great delay, and would not be in the best interest of the staff concerned. At the same time, branches should make full use of the consultative committees to express their views and make recommendations on all aspects of salaries and service conditions.

Extra Leave for Volunteers

IT has now been agreed that the following additional leave shall be granted to an employee who undertakes voluntary service with the Territorial forces and attends annual training camp.

Weeks' Normal Leave	*Weeks' Extra Leave*	
	Full pay	*No pay*
2 or less	1	1
Over 2, not over 3	1	Balance to make 4 in all
Over 3	1	—

TRANSPORT SERVICE NOTES By J. LANCASTER

More Company Members : Pledge to Unions by Executive

RECRUITMENT of company transport staffs into N A L G O is going along at a cracking pace. The latest to decide to form a branch are the staffs of the Birmingham and Midland Motor Omnibus Company—one of the largest undertakings in the country, familiarly known as "Midland Red"—and of the Wilts and Dorset company.

When the recruitment of the Midland Red staff is completed, all road passenger transport staffs in the West Midlands district will be within N A L G O. Add to these Scottish Motor Traction, Alexander Motors, and such old stalwarts as Bristol Tramways, and South Wales and South Lancashire Transport, together with our municipal transport branches, and it will be clear that we are well on the way to majority representation of passenger road transport staffs.

One point which has puzzled me during my visits to company officers is their widespread and persistent fear of becoming personally concerned with the formation of a new branch. This is one of the biggest obstacles we have to surmount in the present campaign.

What do they fear ? Victimisation ? Penalisation ? They must realise that once they are represented by a strong union, that union will protect them against any such action.

A welcome sign of the changing attitude of managements who, not long ago, were opposing any kind of organisation for the black-coated worker, is evidenced by the removal of obstructions to trade unionism. This was further encouraged last month by a Road Transport Executive instruction to the staff under its control. This stated :

"... Collective agreements with trade unions form the foundation for good and stable staff relations and will help the Executive to fulfil its duties to the public and industry. Whilst the Road Transport Executive, as a public service, is a neutral party, it is considered that every reasonable opportunity should be given for trade union representation of the staff.

"Discussion will shortly take place on the question of negotiating machinery and meanwhile acquired undertakings and units should be guided by the following statement of policy :

"(a) Reasonable facilities will be given to the whole-time officials of accredited trade unions to meet the staff outside normal working hours, with due regard to the convenience of operating requirements, for the purpose of explaining the work of the union and recruiting members.

"(b) The management will provide a notice board or boards for the display of official trade union literature forwarded by the local office of the unions under the signature of the responsible union officer.

"(c) Reasonable facilities will be given to collectors or to accredited staff representatives of the unions to collect dues in accordance with the rules of the unions or to distribute literature."

From company staffs I am asking for the same support as I asked last month of their municipal colleagues. Bear in mind, first and foremost, that all will soon have a common employer—the British Transport Commission. When nationalisation of road passenger transport is completed, N A L G O must be on its toes ready for any eventuality. That ideal state can be achieved only by live and enthusiastic membership and strength of purpose.

I realise that our company members will be saying that they are not enjoying local government Charter conditions, but I suggest that their present conditions are infinitely better than before they joined the Association and sincerely hope that we shall be able to improve them further in future negotiations. I refer to the headline of last month's article—"The future need hold no fears, provided we are strong"—to which I would only add, *and ready !*

What plans, you may ask, has N A L G O for representing its transport members ? Transport consultative committees are to be established in every district ; some districts have already set them up and others are urged to do so at once. Every transport branch will have representation on its district consultative committee and, with it, a voice in its own affairs.

From these committees will evolve a national transport consultative committee to advise the National Executive Council on all transport matters, elect the staff side of the Joint Negotiating Council when set up, and so on.

Space prevents my commenting on the terms of the Docks and Inland Waterways Executive's proposals for salary scales for its staff. Readers will find them outlined on page 361.

READERS' FORUM

Working Party: "Dead Wood" in Service: Pay Disparities

WE are told that local government is the keynote of our democracy and that local government officers put into operation the plans laid down by Parliament, yet our Association, representing over 180,000 local government officers, is not to be represented on the Local Government Working Party. NALGO should be represented at least on equal terms with the local authority associations. Again, it appears, NALGO is of no consequence and is taking the cowardly attitude of not wishing to be involved.

Members are entitled to ask what approaches were made to NALGO regarding the setting up of the Working Party, whether any stipulations were made as to NALGO representation, and why it did not press for adequate representation.

In the light of the exodus from local government and present recruitment difficulties, I cannot understand the N.E.C.'s fear that membership of the Working Party might commit it to a policy of reducing staffs. In any event, NALGO's strength is determined not by what it does for its members, but by what it does for the benefit of the community. Here was an ideal opportunity of showing our strength—yet once again, we have apparently missed the boat.

"CURIOUS."

The "Working Party"—which is not a Working Party as the term is normally understood—was set up by the Government departments and the associations of local authorities and neither NALGO nor any other officers' organisation has been invited to be represented on it. The N.E.C. took the view that the Association would be better able to watch the interests of its members if it maintained its independence.

How to Cut Staffs

I REGARD the N.E.C. decision not to press for representation on the Working Committee as being correct in theory but not in practice.

"Reduction of local government staffs" is in accord with public opinion, and is the most popular theme put to our brains trust teams. We always agree, and make the following practical suggestions: reduce the services demanded; provide adequate supplies of materials; cut out form filling and reports to Ministers; give the staff reasonable conditions of service so that the best administrators are not attracted away from local government; determine policy and keep to it; get back to war-time standards of team-work between council and staff; generally, give the staff some indication of their goal. Both local government and NALGO, I suggest, would profit by the weeding out of much dead wood, to whose level the majority are being brought down.

B. G. HENNING.

Southampton,
Branch P.R.O.

MANPOWER CRISIS

Effect of Promotion Exam.

THE result of Headquarters' inquiry into local government manpower confirms the existence of a state of affairs already experienced by many officers. Unless drastic steps are taken, the position seems likely to deteriorate still more. Perhaps the National Joint Council will now realise that, to insist on a *final* professional examination as the promotion criterion will produce a still more unfavourable comparison between the local government service and other comparable professions. Indeed, it seems likely that potential recruits, faced by a prospect of prolonged study beyond the period of certification recognised by the professional bodies, will be discouraged from entering the service altogether.

In my own profession, so serious is the shortage of trained librarians, that some authorities, so far from insisting on the final examination of the Library Association for appointments in the lower A.P.T. scales, find themselves compelled to include candidates who do not even possess the intermediate qualification.

"LIBRARIAN."

We regret that, owing to the space taken up by amendments to the Conference agenda, we can publish this month only a fraction of the letters received. As far as possible, those held over will be published next month. Letters for the June "L.G.S." must reach the Editor, 1, York Gate, London, N.W.1, by Monday, May 16.

"Special P. and T. Sections?"

WHILE I am glad to note that NALGO has at last drawn attention to the disparities between the pay of professional and technical staffs inside and outside local government, I wonder whether it is sufficiently interested in this minority of its membership to put up a stiff fight on their behalf?

When salaries were discussed last year, no attempt was made to put forward a case for an increase for professional staffs. There was no comparison made between the pay of professional staffs inside and outside the service; instead, the salaries of unqualified clerical officers and qualified professional officers were compared alike with those of bank clerks, etc.

An association of municipal engineers and surveyors has recently been formed to attempt to improve the salaries of these technical officers, proving that a large body of officers feels that NALGO either will not, or cannot, help them. It is also a warning to NALGO that, unless it studies the problem of technical and professional staffs it may lose members to rival organisations. Why cannot special sections for technical and professional staffs be organised within each branch, with district committees to handle their special problems, and direct representation on the N.E.C.?

Lincolnshire. "R. R."

NALGO did stress the need for higher salaries for professional staffs at the Tribunal hearing on consolidation and has since submitted proposals for improved gradings to the National Joint Council: these are still under consideration.

Mental Workers' Protest

WHILST I agree with your conclusion that comparatively low salaries are partly responsible for the exodus of officers from the local government service, I suggest that deteriorating conditions are a contributing factor. Insufficient attention has been given to the effect of recent legislation on those conditions. Before last July, for example, the mental deficiency departments of some authorities were loosely connected with clerks' departments, and mental deficiency workers (mostly women) enjoyed considerable independence. In the new set-up, these officers have lost both independence and status and have had new and unpleasant duties—arrangements for certification under the Lunacy Acts—for which they had not contracted, imposed upon them. This work involves permanent night and week-end call duty for which, in some cases, no additional remuneration is paid. The burden is falling most heavily on the older women, whose age makes it almost impossible for them to transfer to other branches of social work.

"ONE OF THE VICTIMS."

The Architect's Fee.

I MUST challenge the statement of the borough engineer, quoted in your editorial on the "Local Government Man-power Crisis," that in local government the architectural work for a £100,000 school would be done by one senior and one junior assistant, whose salaries would total £1,000, whereas the private architect's fee for plans and quantities for the same work would be £8,000.

For such a school the architect in private practice would draw a *maximum* fee of 6 per cent.; it would be unlikely that he would also take off quantities—that would normally be done by a firm of quantity surveyors. Moreover, is it assumed that in local government the two assistants would carry out the whole of the technical work involved in planning a school—the survey and levelling of the site, quantities, valuations for interim certificates, specialist jobs such as heating and ventilating, supervision, typing, and clerical work? And are not the costs of rent, rates, lighting and heating of the office, telephone calls, printing, and other expenses chargeable to this work?

I think you will find that the attraction outside local government for architects is towards the "New Towns," hospital boards, industrial undertakings and town planning. Owing to the restriction of private building, private architectural practice is, with few exceptions, undergoing a very difficult period. Many of the smaller architects are not finding it too easy to remain in practice, let alone offer "considerable remuneration and excellent conditions."

"LOCAL GOVERNMENT ARCHITECT."

N.E.C. MEMBERSHIP

"Conflict of Loyalties"

MAY I comment on your footnote to my letter in the April "L.G.S." about establishment officers? You say that two members who resigned from the N.E.C. on being appointed establishment officers did so because it was made a condition of their appointment to give up NALGO office. This shows, at any rate, that the authority concerned (it was the same in each case) thought its establishment officer could not consistently work for it and for NALGO: and the two members accepted the condition.

Your admission that two members of the N.E.C. resigned from the service conditions committee since being appointed establishment officers confirms my point. Their membership of the N.E.C. has been made subject to what most members would, I suggest, regard as an intolerable condition. I think I am right in saying also that at least two of the five establishment officers now on the N.E.C. gave up membership of the National Joint Council because of their appointment as establishment officers.

You go on to say that, were establishment officers to be debarred from the N.E.C., logic would demand similar restrictions upon all officers closely concerned with staff problems. In my letter, I made it clear that I thought we could not deal with this matter by debarring anyone by rules. But your argument here is too specious. All senior officers must at times experience a clash between their duty to their employers and their loyalty to their Association: but establishment officers, "closely concerned with staff problems" every day of their working lives must, if they are also prominently concerned with NALGO work, repeatedly be aware of a conflict of loyalties. These officers, as some of them have shown, just cannot give wholehearted attention to the real work of NALGO *and* to their official jobs.

90, Churchgate, J. YOUNG.
Southport.

PENSIONERS' PLIGHT

"Should Be Thankful"

SAM WALSH, who complains in the April journal of the amount of his superannuation allowance, has no cause to grumble. He should think himself lucky and thank NALGO for its efforts in the past. I estimate that he is receiving about £75 a year for nothing from his former employers—a life interest on a capital sum of £2,500 (at 3 per cent.). He needs reminding of the "good old days" before 1914 when there were no superannuation allowances, payment for overtime, insurance benefits, etc., and at least 200 applicants for every job, even at £60 a year (after serving my articles, I could not get a job, and walked the streets for nearly two years).

I do not think anything I have ever read has given me more pleasure and satisfaction than your leading article, "Local Government Manpower Crisis." When a young man, I little thought I should live to see the day when municipal staffs were no longer plentiful and cheap. Thank you, NALGO, to-day, to-morrow, and for the rest of my life, for your great work in the past.

"PENSIONED AND THANKFUL."

CHILD NEGLECT

E.W.O.N.A. Protest

MANY readers will have noticed on page 341 of the April journal the report that the N.E.C. is once again proposing to ignore an instruction of Conference and take no

action in the matter of the reform of the law relating to child neglect. It is for my National Executive Council to decide what action to take in this matter, and what resolution to send to the Aberdeen Conference.

What I wish to draw attention to at this juncture is the statement made by the chairman of NALGO's law and parliamentary committee: "The care of children was now a responsibility of the children's committees, not of education welfare officers."

This statement (apparently accepted by NALGO's N.E.C. without question) is nonsense! The Children Act, 1948, gives no power to any children's committee to take preventive action; nor can such a committee take over any duties other than those set out in the 1948 Act without the prior consent of the Home Secretary. In other words, the work of the children's committee is confined to the deprived child. I have yet to learn that the prevention of child neglect is no part of the work of a local education authority and its welfare officers, or that the care of all children has overnight been transferred to children's officers.

I must register the strongest possible protest at such inaccurate statements being made and given wide publicity. It is hard enough to fight employers' organisations to secure a proper status for my members, without having their case "run down" at York Gate! What a gift to the employers' side of the N.J.C. is this statement, made at this time.

F. G. C. ELWICK.
Education Welfare Officers' National Association,
17, Westbury Road, Nottingham.

"THE RATE FOR THE JOB." An Idyll of the Future?

With Mabel I was wishful to be wed,
So on my knees I said, "Please share my life."
Soft came her answer; "How shall I be fed?
Have you enough to keep a little wife?
To house and feed us both have you the wealth?"
"Oh, no," said I, "you'll have to keep yourself."

I said, "While you were buying frocks and hose,
And spending all your equal pay, my dear,
And hoping some poor mutt in worn-out clothes
Was saving up, forswearing fags and beer,
I learned that equal pay means pay for ME,
And isn't meant to keep a family."

Said she; "With your good sense I quite agree;
I'll go and find a man of chivalry."
Ten years have passed; my Mabel is still free.

"ANOTHER CRITIC."

METER READERS "A Despicable Attack"

As a meter reader collector of many years' standing I wish to protest strongly against the attitude of "Establishments" in the April journal. His impression that collectors have no right to membership of NALGO is mean, unfounded, and ill-advised. The work of meter readers is wholly clerical, responsible, and highly specialised. Proof of this occurred during the war, when, in many instances, the working systems had to be revised and simplified to enable inexperienced temporary collectors to carry on.

The average collector is dealing with figures all day, and great responsibility is attached to the accuracy of his readings and calculations, his collections of monies from the meters, and his treatment of consumers' accounts. Figures are his livelihood, and if figures are not clerical work, then what is? In his ill-mannered, pompous, and despicable attack, "Establishments" has based his argument not on facts, but on prejudice. In my area, meter reader collectors are rated on a salaried grading and rank with rent collectors, insurance agents, and similar people holding positions of trust and having to handle large sums of cash and deal with accounts in a responsible manner.

We, who are members of NALGO, are an established group, and will not suffer further slurs on our "types" and good names without seeking a motion of censure against the offender. What sort of an Association would it be that canvassed for members, took their subscriptions and donations, and afterwards decided to "pick them over"?

"Establishments" is right about one thing—that meter reader collectors who *are contributing members of NALGO* have the right to expect it to fight on their behalf for salary grading, subsistence allowances, and all the other benefits of the clerical and administrative officer.

B. SIMPSON.
Horley District,
South Eastern Electricity Board,
Oxted, Surrey.

We have received more than a score of letters in similar terms to the above, but have no space for more. We agree with them all: meter readers are certainly officers and are as fully entitled to membership as any other group.

My Bookshelf—by Edward Kay

Health and Welfare

JOHN MOSS has attempted an ambitious piece of condensation in *Hadden's Health and Welfare Services Handbook* (Hadden, Best & Co., 25s.), crowding into 275 pages a "general guide" to the law of health and welfare services administered by local authorities as well as that relating to national insurance and national assistance. It covers its wide topics with remarkable balance and comprehensiveness.

The new statutes and the subsidiary law made under them are beginning to take shape, and so is the administrative apparatus associated with them. It is a pity, however, that we are still without a consolidation of the lunacy and mental deficiency laws. As they stand to-day, they are set out in *Mental Health Services* by F. B. MATTHEWS (Shaw & Son, 35s.), which provides a tidy chart through the maze of over twenty statutes and their dependent regulations.

Libraries

THE library service has been left out of the stream of post-war reforms and none of the proposals of the McColvin report or of the Library Association in 1946 has been put into practice. In *Fundamentals of Librarianship* (Allen & Unwin, 8s. 6d.) DUNCAN GRAY restates the case for government support for municipal libraries, for the adjustment of areas of library administration, and for raising the level of the service in backward places. The book is also a practical manual for students, and will be read by library-users because of its non-technical description of the way the service functions. Mr. Gray's method is dispassionate: he is content to state the terms of a controversy and leave it at that. He even records, without explanation, the ban on the use of ink for writing, which still infuriates students in many public libraries.

What is the Law?

THE third edition of F. N. BALL'S *Statute Law Relating to Employment* (Thames Bank Publishing Company, 25s.) expounds the Workmen's Compensation Acts, the Factories Acts, the National Insurance Act, and the National Insurance (Industrial Injuries) Act, as well as a group of other statutes relating to employment. It is a convenient reference book, with sound and clear comment. Supplements will be issued. Additions to Stevens' "This is the Law" series are J. CHARLESWORTH'S 41st edition of *Palmer's Private Companies* (3s.); the second edition of R. BORREGAARD'S *Law of Landlord and Tenant* (4s.); and *Town and Country Planning Law* by J. KEKWICK and ROBERT S. W. POLLARD (second edition 4s.), all of which are useful 100-page summaries.

What, Why, and How to Plan

MANY popular planning myths are neatly demolished by R. K. KELSALL in his *Citizen's Guide to the New Town & Country Planning* (Pen-in-Hand, Oxford, 5s.). It is easy to read, sane, and informative—an admirable epitome of the what, why, and how of planning. Perhaps its most significant feature is the emphasis which Mr. Kendall, himself a planning expert, lays on the rôle which the ordinary citizen can and ought to play in its successful achievement.

MARTIN S. BRIGGS in *Town and Country Planning* (Allen & Unwin, 6s.) tries to cover similar ground but in more pedestrian manner; on the other hand he supplies an historical background and shows how the principles he expounds are being applied to the practical problems of to-day.

Newer Sarum

"OLD SARUM has been dead seven hundred years. New Sarum has lived seven hundred vigorous years and can live as many more:" THOMAS SHARP'S *New Sarum, a Plan for Salisbury* (Architectural Press, 10s.) tells how this "most medieval of English cities" may preserve its ancient beauty and yet meet the needs of a busy market town, traffic centre, tourist resort, and cathedral city. The text is persuasively written and the illustrations are apt and often lovely. This is one of the more readable of the plans for urban reconstruction.

Local Government Abroad

MONTAGU HARRIS, the indefatigable ex-president of the International Union of Local Authorities, has tried to provide a conspectus of the main features of local government in many lands, including the United States and the Soviet Union. In *Comparative Local Government* (Hutchinson, 7s. 6d.) he has arranged his topics not by countries but under such titles as "local areas," "officials," "functions," or "finance," and told what he knows of each in the various countries. There is an inevitable scrappiness due to the wide range and the occasional scantiness of information; nor is it always clear whether Mr. Harris is talking of a pre-war (or even a pre-Nazi) paper constitution or of current realities.

AT RANDOM by "Hyperion"

Hints for Parents

The first art of being a parent consists in sleeping when the baby isn't looking.

Mother (trying to persuade youngster to eat): "Look, dear, make believe it's sand."

"Dear Teacher," wrote an indignant mother, "Don't you dare to cane my Tommy again. He's a delicate child and can't stand it. At home we never as much as lay a finger on him—except in self-defence."

Out, Damned Note!

We agree with the conclusion of one of our readers who, on returning to the income tax inspector a demand note for amendment, found to his delight that his typist had made the concluding sentence read: "I return your damned note."

Law Notes

Penalty of Office

COUNCILLOR —— is not seeking re-election to the council in May because he finds council work affects his business. Some of his customers have left him because he could not get them a council house.—*Meat Trades Journal.*

Impartial

Sir,—Coming to London in the train this morning, a man sitting next to me was reading the *Daily Worker* while all the time softly whistling the Eton Boating Song.—*Letter to "The Times."*

The Supreme Test

"A man reserves his greatest and deepest love, not for the woman in whose company he finds himself electrified and enkindled, but for that one in whose company he may feel tenderly drowsy."—George Jean Nathan.

All or Nothing

You cannot have just a little State planning any more than you can be just a little pregnant.—*James S. Duncan.*

And So To Bed

Television is bound to ruin the movies. It is so much more comfortable to fall asleep in your own home.—*Paul Denis, New York.*

Spare Their Blushes

Finchley Council workmen are nothing if not modest. They were somewhat perturbed when ordered to give a bath to "La Délivrance," a naked bronze woman, 8 ft. tall, which stands on a pedestal in Regent's Park Road. Because they thought it would be embarrassing to scrub down the figure in public view, a canvas screen was put round them as they worked.—*News Chronicle.*

Motto For Dyspeptics

"Bismuth as usual."

Town Hall Postbag

Me and my wife desire to dissolve and be made into one, the one being my wife.

I beg to inform you that I have changed my address also my wife.

My book was eaten by the dog. I don't see how I can make a special search for it.

I have found my book. It was in a piece of music called "God Send You Back To Me."

Equality—or Else . . .

By "TOBIAS"

YOU might not have been surprised to see a banner with *We Demand Equal Pay* being displayed outside the hall in our town at which a Political Personage was coming to speak. What would have surprised you would have been to see at one end of the banner no doughty or appealing feminine countenance, but the determined moustaches of Rufus. At the other end, Sackbutt was sweating under the strain of holding his pole high above the heads of the crowd, while not far away stood George, looking as nonchalant as possible, considering that his chest was protected by a placard reading, *Give Women the Rate for the Job*.

Rather to our relief, the original idea we had had of creating a disturbance inside the hall had had to be dropped, because we were unable to get tickets for the meeting. (As is well-known, all local government officers are strictly non-political, and we had, therefore, no connections with the party to which the Personage belonged.)

Miss Gymbol, Daffie, and Betty, quick to learn the N A L G O maxim that if you can get somebody else to do a job there's no point in bothering about it yourself, had gone to the pictures.

Like the majority of our male colleagues, we had for long been content to assure our female associates: "Of course, I believe in Equal Pay *for Equal Work*"—secure in the knowledge that if ever the equal work were called in question it would be assessed by a man or men. Recently, however, our troubles began with a rumour that our council intended to co-operate wholeheartedly with the Working Party which is to consider how local authorities can cut their staffs. It may be true that there are authorities where the difficulty is to retain sufficient staff, but in our case we are imbued with such strong loyalties to our own authority that it would never occur to us to take other employment. Besides, I have never had any replies to my applications for advertised vacancies . . . .

Therefore, we were somewhat perturbed by the suggestion that Alderman Jove and his satellites might seize this chance to render some of us redundant. I was not personally worried, because an old woman who told my fortune when I was a child said that I should tarry long in a high place where turnips were objects of great veneration. A more accurate description of a lifetime's stool-sitting in a local government office would, I submit, be hard to find. But some of the others were distinctly shaken.

Not so Miss Gymbol. "There's one thing certain," she said, "*we're* all right." She indicated Daffy, Betty and herself.

"Well, I like that," said Rufus, who obviously didn't. "Aren't you for ever grumbling that you don't get the important jobs to do, that you're paid about two-thirds of what we get——"

"That's exactly it." While she calmly went on typing about one word in ten of the Boss's rambling dictation, the truth slowly dawned on us. Of course, the council would hang on to its less highly-paid employees—*the women*.

"W-well then," I stuttered, "women are cheap labour—they're working at cut rates—they're undermining the whole system of collective bargaining—they——"

"Of course. Haven't I been telling you all that for years? *Now* perhaps you'll do something about it."

What we did was to ask the council to discuss the matter with us immediately. A deputation, composed entirely of males, put before Alderman Jove, his deputy, and the Boss, a set of arguments which, in our opinion, was more convincing than anything we had ever struck.

"Woman," said Rufus, "no longer sits at home in slothful ease, with nothing to do all day but look after a house and a pack of children——"

"Instead," put in Sackbutt, "she leaves her home every morning to face the storms and stresses, to endure the torments, the sufferings, the buffetings and batterings, of a man's life——" (At this point his voice broke with emotion—at the thought of all that man had had to put up with for so many centuries.)

"And what does she get for it?" I took up the theme.

"We-ell!" The Boss looked coyly downwards—and I remembered Miss Gymbol saying a long time ago that he thought that any woman who had the pleasure of working for him was overpaid if she got anything at all. *Then* I had thought it funny.

"She gets a miserable two-thirds of a man's pay!" thundered Rufus. "I'm asking you—is it justice? Is it gentlemanly? Well, anyway, it's got to stop!"

Alderman Jove looked at us benignly over his spectacles. "My dear young man," he said in the voice of one addressing a child of ten, "I couldn't agree with you more. The ladies, bless 'em—*Ah woman, in our hours of ease, Uncertain, coy and*——"

"The point," I cut in, "is this matter of equal pay."

"Yes, yes. But we must have patience——"

"You ought to know yourselves that a man has extra responsibilities," mumbled the deputy mayor, who is well known as a bachelor living alone.

"Personally," said the Boss, "I'm a firm believer in equal pay. But just now, you see"—the other two joined him in a final chant—"*the time is not ripe* . . ."

Of course, we did not leave it at that. In fact, our campaign for the next few weeks was so vigorous that Daffy, who had recently become an aunt, was heard to say that she now believed in the theory that, if men had to have babies, something would have been done about it long ago.

Yesterday, however, we discovered anew the perfidy of women. Tucked away in the back of the filing cabinet was the carbon copy of a letter which Miss Gymbol had typed for the Boss, assuring the Working Party that this authority required the services of all its present employees. And the date on the letter was two days before we began our campaign.

So you can't blame us for dropping the whole thing and leaving the women to look after their own affairs.

"Of saving cometh having"
—John Ray (1628 to 1705)

John Ray was a natural historian rather than an economist, but perhaps his study of zoology made him all the more appreciative of fundamentals. In the same context he said, "Penny and penny laid up will be many," and this was the philosophy of the Society's first investment booklet. The proverb was given a Gaelic air to add weight to the thrift motif and the animal on the right which appeared on the cover was meant to be a squirrel hoarding nuts. If it was occasionally mistaken for a kangaroo, the intention was good and we make no apologies for repeating the illustration seventeen years after the formation of Local Government's own Building Society.

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A NALGO DIARY By "ABINGDON"

Summer School Speakers: Holidays with NALGO: First Branch Choir?

ALTHOUGH final details of this year's NALGO summer schools in England are not yet available, arrangements are going well. Here is a brief preview:

Oxford (July 2 to 9)—SIR WILLIAM DOUGLAS, permanent secretary at the Ministry of Health, and Major R. H. JERMAN, town clerk of Wandsworth, will lecture on the relationship between central and local government, and J. E. MACCOLL, mayor of Paddington, on local government and the citizen.

Exeter (July 16 to 23)—Sir HENRY SELF, deputy chairman of the British Electricity Authority, and T. MERVYN JONES, chairman designate of the Wales Area Gas Board, will talk on administrative problems in their respective industries. The health and local government services will also be covered in the curriculum, which it is hoped will also include lectures on continental developments in the same fields.

The estimated fee for each school will be £5 10s., of which a non-returnable fee of £1 1s. is payable on registration.

Every place at the Dutch summer school, to be held at Hilversum this month, had been booked some weeks ago.

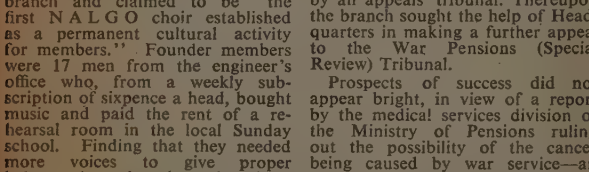
Week-end schools, too, are flourishing, and that held by the Metropolitan district committee at Ashridge at the end of March had a record attendance and was voted the "best ever."

Busy Essay Judges

THE growing interest in education is confirmed by the number of essays—78—submitted for the 1949 scholarship awards. The essays are now being judged, and the judges have a heavy task.

Singing Members

THERE is music in the air at **Halifax**, and my picture shows the male voice choir formed by the branch and claimed to be "the first NALGO choir established as a permanent cultural activity for members." Founder members were 17 men from the engineer's office who, from a weekly subscription of sixpence a head, bought music and paid the rent of a rehearsal room in the local Sunday school. Finding that they needed more voices to give proper balance, they selected members from other departments to join them.



Then, at its annual meeting, the branch decided to establish a NALGO choir on the existing nucleus, and by dint of circular and personal persuasion the choir now numbers 34. Lack of response from the ladies—not prejudice—restricts it to male voices!

The council allowed it to use the canteen for rehearsals and the choir, of which A. FOGG is chairman, is already receiving many calls from churches and organisations to give concerts of part-songs and solos. Its members "sing for the pleasure of it and from a sense of service to the community." They do not aim to make money or win merits.

Holidays at Home . . .

THE Association's holiday centres at Croyde Bay, N. Devon and Cayton Bay, near Scarborough, open again this month. A descriptive brochure and full particulars are available from Headquarters, and inquiries will be welcomed from both members and non-members, especially for the months of May, June, and September. Inquiries about Cefn-y-Mynach Private Hotel, Rhos-on-Sea, should be made direct to the manager. The NALGO Holiday Guide is completely sold out and no further orders can be met.

. . . and Abroad

THOUGH bookings for holidays in Switzerland have been exceptionally heavy this year, at the time of going to press the Association still had a balance of its currency allotment sufficient for 50 more. Applications are being dealt with in strict rotation, and to avoid disappointment intending holiday-makers should apply at once.

Another Pension Victory

I HAVE yet another example this month of NALGO's effective handling of pension appeals. A woman member was the wife of a sailor who died in 1944 from cancer of the stomach. Claiming that his illness was attributable to war service, the widow applied for a pension, but the application was refused by the Ministry of Pensions and its decision was upheld by an appeals tribunal. Thereupon the branch sought the help of Headquarters in making a further appeal to the War Pensions (Special Review) Tribunal.

Prospects of success did not appear bright, in view of a report by the medical services division of the Ministry of Pensions ruling out the possibility of the cancer being caused by war service—an opinion confirmed by a professor of St. Bartholomew's Hospital.

At the hearing, however, it was brought out that there had been six months' delay before the disease was diagnosed—a delay which might not have occurred in civilian life. The chairman of the tribunal asked the views of the Ministry's medical advisers on this. The hearing was adjourned—and later the member was informed that the Ministry accepted that her husband's death had been hastened by war service, and that a pension would be awarded.

"PROgress" Again

APPROPRIATELY clad in a gay green cover, the Spring number of "PROgress," NALGO's magazine of public relations, just published, contains articles on exhibition planning, and a useful list of models, photographs and other material suitable for exhibitions which are available on hire, loan, or sale. The now familiar features, "Round the Branches," "Councils in Action," and "Branch Spotlight," demonstrate the nation-wide progress now being made in public relations, while others like "Your Questions Answered," offer hints and advice to branches and districts on what else remains to be done. I was surprised and delighted to learn, too, from an article by HENRY DAVIS NADIG, public relations editor of "American City," that the methods practised in the birthplace of public relations are not greatly in advance of ours and that, in municipal P.R., indeed, American cities are following Britain's lead.

Brighter Advertisements

I HAVE often wondered why municipal advertisements of vacant posts are so dull, so wordy, and so inhuman. That they need not invariably begin with the stilted "Applications are invited" and proceed—at great expense—through the solemn recital of qualifications demanded and "subject tos" down to the inevitable "canvassing in any form will disqualify" has been proved by West Riding County Council.

"Nurses!" it announced in a national daily the other day, "Are you interested in the human side of life? Do you like people? If so, then come and join the Public Health Nursing Staff in the West Riding of Yorkshire. . . . There is a tremendous amount of work to be done in this branch of social medicine, and the six months' course held at Leeds University is both interesting and enlightening." That type of advertisement should bring results.

Pass Books Wanted

THE annual audit of pass books for the NALGO Building and Provident Societies has begun, and shareholders and depositors in the Building Society and contributors to the various schemes of the Provident Society are asked to hand their pass books to their local correspondent or send them direct to NALGO, 1, York Gate, Regent's Park, N.W.1, in accordance with the following programme:

Metropolitan, North-Western and North Wales, and **North-Eastern** districts—before May 21;

Yorkshire, East Midland, West Midland, and **Eastern** districts—between May 23 and June 18;

South-Eastern, Southern, South-Western, South Wales and **Scottish** districts—between June 20 and July 30.

NALGO members at the B.E.A.'s Easter School at Cambridge. In the centre is the chief organisation officer, J. E. N. DAVIS, who is also vice-chairman of the Electricity Supply Industry Employees' National Committee

Members are asked to send their pass books within the prescribed periods, otherwise audit will be delayed, with consequent inconvenience.

N.E.C. Retirement

ON May 31, the N.E.C. will lose another old member, W. R. BEEVERS, who was first elected to the council in 1939. Mr. Beevers is retiring from his office as steward of Nether Edge Hospital, **Sheffield,** and must thus relinquish his seat. During his 42 years in local government, he has been a staunch supporter of NALGO, locally as well as nationally, having been branch secretary and chairman of the Yorkshire district committee.

Welcome Gifts

TWO more members have given their honoraria to the B. & O. Fund. J. A. FOSTER and G. W. MELBOURNE, of **Hastings** education department, have contributed £7 7s. and £3 3s. respectively and, in recognition, have been nominated by their branch as life members of the fund.

Library Subscriptions

I AM asked to remind members who subscribe to Boots Booklovers' Library at the reduced rate available to all NALGO members that their subscriptions are due for renewal on May 1, and a new form must be completed. New members, who may not know about the scheme, should ask their branch secretaries or send direct to Headquarters for an application form. A similar arrangement exists for W. H. Smith & Son's library.

Member on the Bench

I CONGRATULATE Mrs. D. I. JONES, senior welfare officer at **Twickenham,** and a member of that branch, who has been raised to the Bench. The council has, I understand, granted her leave of absence to carry out her duties as a J.P.

House Exchange

Nottingham — Owner - occupied 3 - bed mod. house; R.V. £15, for similar in Luton.

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* Original letter, Student Record Card and many similar letters available for inspection.

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Transferred Valuation Officers Will Be No Worse Off—a Reply to Critics

IN the January journal we reported a statement by the negotiating committee of local government rating valuation staffs on the progress of discussions with officials of the Board of Inland Revenue. Letters which have appeared since in "Readers' Forum," and others which have been received at Headquarters, suggest that there is some misunderstanding of the position by branches and members. Generally, the complaints and criticisms fall under the following heads :

1. Former local government rating valuation officers will become the "poor relations" in the Board's valuation department, with inferior salary scales ;

2. The committee lost sight of the position of clerical and administrative staffs, who were not adequately represented ;

3. The committee has not suggested any way out of the deadlock that was reached, and this must be prejudicial to the interests of valuation staffs ;

4. Consequently, there is a feeling of insecurity among the staffs concerned.

The negotiating committee was set up at the suggestion of the Board of Inland Revenue, and consisted in the main of representatives of the officers' associations which, at NALGO's instigation, had met officials of the Board and the Ministry in December, 1947.

NALGO's representatives were the President (P. H. HARROLD) and the legal officer. The President (who was appointed chairman) made it clear at meetings of the committee that the NALGO representatives had the duty of watching the interests of clerical and administrative staffs as well as those of technical staffs. At the outset, the committee secured an assurance that no recruitment would be made by the Board in the open market until all competent staff employed wholly or mainly on rating valuation work by local authorities had been considered. The importance of this assurance should be realised : it gives competent local government officers first option on the jobs available.

The London salary scales proposed by the Board for technical staffs were :

Men

Superintending Valuer £1420—£50—£1570
First Class Valuer £1160—£35—£1370
Second Class Valuer £750—£25—£1050
Third Class Valuer £475—£25—£750

Women

First Class Valuer £1000—£30—£1200
Second Class Valuer £650—£25—£900
Third Class Valuer £475—£20—£650

These salaries, and those applicable to clerical grades, were already in operation in the Valuation Office of the Board, i.e., they were the existing civil service salary scales, which, for the clerical grades, are generally better than local government scales. The committee urged, however, that, in view of the specialised nature of rating valuation work and the market for experienced valuers which existed in private practice, higher salaries should be offered for technical staffs. The Financial Secretary of the Treasury did not agree, because of repercussions in the civil service which would necessarily follow. This was where the "deadlock" was reached; one side wanted higher salaries and the other said they could not be given. There was no way out of it —but we still say that the salaries are inadequate for the standard of work required.

Information received by the Board from local authorities showed salaries paid to staff employed wholly or mainly on the technical side of rating valuation work as follows :

Officers receiving over £1570 ..	7
Officers receiving £1420—£1570	25
Officers receiving £1160—£1370	36
Officers receiving £900—£1050	45
Officers receiving £750— £900	64
Officers receiving £650— £750	146
Officers receiving £500— £650	300
Officers receiving below £500 ..	500

These figures, which cannot be challenged, show that there is no justification for the suggestion that local government valuation staffs will become the "poor relations" with inferior salary scales. On the contrary, fewer than 2 per cent. should suffer any loss of salary—and they are the officers now earning more than £1420, for whom there will not be enough jobs available above that figure. Of the remainder, 36 officers receiving £1160—£1370 will be eligible for appointments in the same salary range ; 109 receiving £750—£1150 will be eligible for appointments in that range ; 946 receiving under £500—£750 will be eligible for appointments in that range ; and in all those cases there should be more appointments than officers available. All will enter the scale at their existing net pay or at the minimum of the scale, whichever is the more favourable, though they may not start at a figure above the maximum of the grade.

Generally, therefore, officers should receive no less salary in the new service ; and in many cases they will receive more than their existing salary. The new service should provide for many officers better prospects of promotion than they have at present.

Their normal hours of work will be little different from those in the local government service. Annual leave entitlement is better than in the local government service. The pension scheme is non-contributory and the pension allowances of 80ths plus a lump sum are, according to actuarial advice, equivalent to the 60ths payable under the Local Government Superannuation Act, 1937.

We suggest, therefore, that there is no cause for a feeling of insecurity among the staffs concerned, and that none of the complaints and criticisms referred to above can be substantiated.

It is no part of the function of "L.G.S." to suggest that the Inland Revenue department has treated officers generously, but the other point of view has been given because of the criticisms and complaints made, and to show that the position is not so bad as some members appear to think.

Charter Scales Won For Company Water Staff

NALGO's activities to benefit its members in the water supply industry are exampled in the story of its persistent efforts to win local government Charter scales of salaries for the non-manual staffs of the Weymouth waterworks company.

Between February 1947 and November last the Association made eight requests to the company to adopt adequate scales. Though the company adopted minor improvements on two separate occasions, it refused to accept the Charter as a whole until February of this year—two years after the first approach was made. The stages in the application were :

February 3, 1947—First claim submitted. No reply received, but inadequate increases granted : for example, the salary of the chief clerk in control of a staff of ten or so was increased, but only to £364.

September 22, 1947—Second claim made. No action taken.

December 5, 1947—Third claim. Reply received that the matter would be considered.

March 6, 1948—Company ignored letter asking whether any decision had been reached but granted further (inadequate) increases.

October 5, 1948—Fourth claim. No reply.

November 5, 1948—Reminder sent. No reply.

November 8, 1948—Staff adopted resolution expressing dissatisfaction and asking the Association to report a trade dispute under the Conditions of Employment and National Arbitration Orders, 1940-44.

November 26, 1948—Company informed that, whilst the district officer was prepared to negotiate, if this last approach were ignored the Association would declare the existence of a trade dispute.

Despite this warning, the company persisted in its refusal to discuss the question amicably, but before taking the final step, NALGO reported the history of the case to the secretary of the British Waterworks Association. He took action in response to the Association's pressure—with the result that, from February 28, 1949, the officers of the company have enjoyed Charter salaries.

SCOTTISH NOTES By R. DEAS

Equal Pay in A.P.T. Division: New Ceiling for Overtime

THE Scottish Joint Industrial Council for local authorities' staffs, meeting in Edinburgh on April 7, adopted its executive's recommendations that :

(a) Women's scales in the A.P.T. division be raised to the level of those for men as from the first pay period on or after February 1 last.

(b) The ceiling at which overtime ceases to be payable be shifted from those " with basic salaries in excess of £435" to those "with salaries above grade III in the A.P.T. division."

(c) A further approach be made to the local authority associations to set up negotiating machinery for chief officers.

The effect of these decisions is to eliminate the £12 difference between men and women's pay in the A.P.T. grades caused by consolidation at different rates of bonus with salary and to bring payment for overtime into line with the consolidated scale.

Matters still under executive committee discussion include : salary scales for qualified supervisors of school meals depots and others ; increases for miscellaneous classes ; and an application by the Corporation of Certified Secretaries for recognition of its examinations under Scottish Charter paragraph 25.

A revised edition of the terms and conditions of the Charter incorporating amendments to date is being prepared and will be ready shortly.

C.A.B. Week-end Talks

AT a week-end conference, "Helping the Citizen to-day," organised by the Scottish Citizens' Advice Bureaux advisory committee of the Scottish Council of Social Service at St. Andrews on March 25-27, a paper was discussed on "The Citizens' Advice Bureau—its Purpose and Work" presented by JAMES ROBB, chief welfare officer, **Midlothian**, president of the NALGO branch.

Scope for initiative by local authorities in carrying out the duties imposed by Sections 21 and 29 of the National Assistance Act and Sections 25 and 28 of the National Health (Scotland) Act was stressed by Saturday speakers. Discussions on residential homes for old people, home helps, nursing services, health visitors, and disablement followed.

The Sunday sessions considered the Legal Aid and Solicitors Bill and day-to-day problems of national insurance, and saw films of Glasgow's health services and old peoples' homes. MISS E. STEWART, chairman of the staff side, J.I.C., who occupied the chair during the conference, drew attention to the need for a well-informed local government service to advise the elected members of authorities.

Help to Attend School

THE **Edinburgh** branch has agreed to offer four scholarships of £2 10s. each to juniors and members in the general division to enable them to attend this year's summer school. It has asked the Corporation to grant rail fare and an extra week's leave to those getting only three weeks.

For the Glasgow Office

SOON to join the staff at the district office will be F. A. HOWARTH, recently appointed assistant district officer. He served in the Blackpool corporation's transport department for 21 years and has been an active NALGO member for almost as long. His experience as assistant branch secretary and member of the district committee and local joint committee has given him a wide knowledge of service and staff problems.

Mr. Howarth.

Transport Staffs Join Up

GOOD progress is being made in recruitment of transport staffs in Scotland. The main S.M.T. branch with more than 270 members has enrolled about 84 per cent. of those eligible whilst the **Alexanders** branches at **Kirkcaldy** and **Glasgow** are almost 100 per cent. Strong branches have also been formed at **Falkirk** and **Aberdeen** and others are in process of formation at **Dundee, Elgin,** and **Kilmarnock.**

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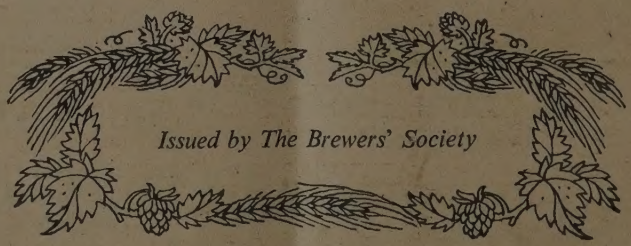

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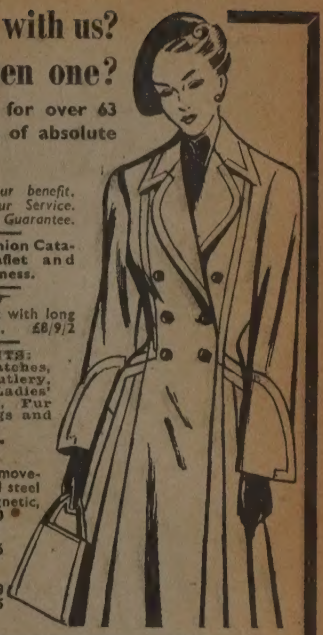

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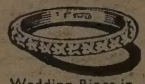
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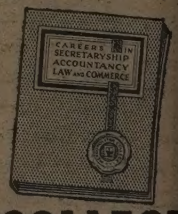

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